

# CAUT/ACPPU BULLETIN

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Reader:  
Questionnaire  
Encart:  
Questionnaire sur les  
habitudes de lecture

JUNE / JUIN 1993 VOL. 40, No. 6

## Sober second thoughts?

## CAUT testifies before the Senate Finance Committee on SSHRCC/Canada Council merger

At the end of May Bill C-93, the legislation to abolish the Social Sciences and Humanities Research Council (SSHRCC) and merge its func-

tions with the Canada Council, moved from the House of Commons to the Senate. The Senate Finance Committee decided to hold hearings.

CAUT appeared before the committee to urge it either to remove the section of the bill that dealt with the merger or to amend the legislation so that both the arts and the SSHRCC research components would be truly independent of each other.

CAUT had also appeared before the House of Commons committee. These hearings were particularly revealing. The Conservative MPs on the committee recognized that the merger was an error and tried to negotiate a deal whereby the section on the merger would be removed if the Liberals and the NDP agreed to immediate passage of the rest of the legislation.

In the end, however, they could not persuade the Minister of Finance to honour the deal. They then dutifully voted it out of committee. The government rammed it through third reading, rejecting various amendments by the opposition except for one relatively innocuous one promising a limited review in five years.

One other aspect of these hearings in the House was the assertion by representatives of the Treasury Board that so far as they were concerned the purpose was to have a structure where there were only two budgetary votes — one for programs and the other for administration — so that they could more easily move the money



John McDermid

around.

This was in flat opposition to the assurances of the president of SSHRCC and various government ministers that the program sections of the new Council's budget would be kept separate. CAUT noted at the Senate hearings that ministers come and go but that officials of the Treasury Board go on forever and will no doubt continue to press for the implementation of their preferred policy.

At the Senate hearings the Minister of State for Finance John McDermid stated the government would now accept that there would be four votes for the new Council, one for each of the programs and one for administration.

When reminded that the government had voted against just such an amendment in the

Paule Leduc  
President, SSHRCC

House, he replied that it was better late than never. However, the minister was unwilling to make this an amendment to the legislation and preferred to keep it as a ministerial promise.

CAUT President Alan Andrews made the presentation of CAUT's position. He suggested that no one had made any serious argument that either the research or the arts programs would be more effectively delivered under the new legislation. The entire discourse had been about financial savings.

Yet the document tabled the day before by the government showed zero savings in the first three years, a question mark in the fourth year, and a savings of \$5 million in the fifth year.

continued on page 8



CAUT President Alan Andrews and Executive Director Donald Savage appeared before the Senate Finance Committee May 20

## SSHRCC/Canada Council Merger A farce — in one act!

BRIEF TO  
Standing Senate Committee on National Finance  
ON BILL C-93

BUDGET IMPLEMENTATION ACT, 1992  
(Government Organizations)

Presented by  
THE CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS  
May 20, 1993

Politicians sometimes wonder why there is such a degree of cynicism about politicians. This legislation provides a perfect example.

Everyone knows, but no one in authority will admit, that this merger was conceived without advance planning and without any rationale other than that the government wanted, for purely partisan political reasons, to present a list of agencies that it had abolished or merged. No thought was given to the effect on the agencies concerned.

When it became clear that the proposed merger was opposed with a unanimity rare in the academic community and when it was obvious that the separation of the agencies had occurred in the seventies for good cause, reasons of finance and administration had to be invented after the fact, and respected civil servants forced to go along with this farce. Post hoc arguments were invented to the effect that money would be saved.

Then it was suggested that the merger had gone ahead so far that it could not be reversed even though Parliament had not authorized it or, in the event that this did not sound plausible, that the whole budget would unravel if one sensible amendment were made to it. Should anyone be surprised if the citizenry is turned off by politics of this kind?



33rd CAUT Council meeting May 7-9  
(story page 6)

La duplicité des Conservateurs  
page 3

Salary inequities  
page 4

The Tory field  
page 9



## LETTERS/COURRIER

**SWC supplement lauded**

The CAUT Status of Women Supplement (April, 1993) on "The Inclusive University" was a welcome contribution to the struggle for democratizing our higher education. As an equity practitioner, I am aware of the widespread resistance to democratic reforms. I therefore congratulate the CAUT Status of Women Committee for this valuable effort, which I am sure will enhance awareness on the ongoing monopoly of knowledge and power in our universities. Universities, as public institutions, must be responsive to the increasing diversification of our society. This diversification must be seen as a quality to be promoted. An inclusive university contributes to the advancement of knowledge, the prosperity of the work force, and the creation of a just society.

The cause of academic freedom will be better served in an inclusive university which broadens the social bases of teaching and learning. The university will be a true marketplace of ideas only when marginalized groups are equal participants in the production and transmission of knowledge.

Shahrazad Mojab  
Employment and Educational  
Equity Coordinator  
University of Windsor

**Feminist offensive offends**

Would you kindly remove my name from your mailing list. I no longer wish to receive the CAUT Bulletin because I am thoroughly annoyed by an editorial policy which assigns so much weight to feminist issues.

I am tired of the barrage of meaningless statistics (proportion of women doing this, that, or the other thing), tired of vacuous epigrams ("True liberation for women will not happen without the liberation of men") tired of fundamentally silly proposals ("gender-neutral language in all aspects of campus life"), and tired of the same faces smiling at me from the pages of the Status of Women Supplement.

This whole offensive offends because it is philosophically indefensible. If rational people, of the kind who inhabit our academies, persist in consciously discriminating on the basis of gender, then we are all in big trouble and the only solution may be to impose a regime of terror controlled by Amazons. Whoopee! Please leave me alone.

Karl Wegert  
Bishop's University

**Comments?  
Questions?**

Letters for publication are welcome. Maximum 300 words. Publication is at the sole discretion of CAUT. CAUT will not normally print letters about individual local grievances nor those which, in its judgment, are libellous or defamatory, are on subjects which are not within the purview of CAUT's activities, or have been sufficiently discussed by other letter writers.

**CAUT**

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**Courrier  
des lecteurs**

La rédaction invite les lecteurs à lui écrire. La longueur des textes est limitée à 300 mots. L'ACPPU se réserve le droit de choisir les lettres qui seront publiées. En règle générale, les lettres portant sur des griefs particuliers à l'échelle locale ne seront pas publiées ni celles que l'ACPPU estime diffamatoires ou dont le sujet dépasse le cadre des activités de l'ACPPU ou a été suffisamment débattu par d'autres correspondants.

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**Co-operative university report lambasted**

Your report "NSCUFA sceptical about private university" (April '93) was quite a piece of work. The "private university" (it would be a co-operative) is proposed for Dartmouth, not Halifax as stated: tuition will not be set at \$1,500, as stated, and salaries of the profs would not be \$15,000 to \$20,000 as claimed — they might well reach \$50,000 or more; there is no enrolment limit of 200 students: professors would not be "expected" to do research, as stated. That's six errors in the first half of a short article.

The second half of the article is dismissive in tone, so allow me to continue. No agreement is needed with Halifax universities and no agreement is needed with a Halifax library — or a Dartmouth library for that matter. So these matters are not "completely unclear."

The "volunteer reading room" which Langdon mentions is a mystery to me. The missing "logic" of using a former school as a library is not missing at all: we're planning to convert Greenvale School into a non-lending library for the students. Why might profs then use other local schools in the evening for classes? Why not? If profs wish to lecture, these classrooms are available and inexpensive.

I have not said that "most teaching" would go on in "local classrooms," on the contrary, I have suggested that the natural system would be tutorial based and that lectures would be a poor alternative. The proposal involves no curriculum innovations (contrary to Langdon's text) and involves no "wild suggestions."

The article suggests students will have difficulty getting transcripts if profs are required to keep their own records. The 40-page proposal which has been presented to Dartmouth City Council (unanimous approval in principle) and the N.S. Council on Higher Education, makes it clear how the college would protect and make reports on its records using a computer net.

This report was available to Mr. Langdon, to Mr.

D'Orsay who is quoted in the article, and I was available, of course.

Langdon is wrong about so many things (as was D'Orsay) that I will be forgiven if I give your readers the address from which they can get a fair copy of the proposal.

Put simply, the proposal is for the establishment of a co-op university teaching most of the standard subjects, it would operate without government support while providing an average Canadian income to the profs. It's fee structure would be no higher than those of the established Nova Scotian universities.

The address for the proposal: Dr. Peter March, Department of Philosophy, Saint Mary's University, Robie St., Halifax, N.S., B3H 3C3.

Peter March  
Saint Mary's University

**CAUT Meeting Schedule**

Committee	Date
Consortium	June 10
CB Conference (Val Morin)	June 12-16
Executive	June 25-26
Executive	Sep. 29-30

**Calendrier des  
réunions de l'ACPU**

Comité	Date
Consortium	10 juin
Conférence sur la négociation collective (Val Morin)	12-16 juin
Comité de direction	25-26 juin
Comité de direction	29-30 sep.

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Alan Aronson

On May 9, the Minister for saying he does not intend to persuade the House to renew the Excellence at the University of Toronto. He reports that the program is now up for review.

The government's program in 1989. The minister will continue to be now up for review. The government's program in 1989. The minister will continue to be now up for review.

What the program did was to bring from across the government a particular problem in robotics through genetic and biotechnology. The performance of the program is about this program.

## La réduction

Dans l'éditorial de *Citizen*, le ministre de l'honorable T. Martin a douté de la capacité des collèges du programme d'excellence de financer le programme de développement des sciences.

Le gouvernement a permis la création d'un programme pendant lequel on a confirmé que le programme est maintenu. C'est une bonne nouvelle pour les années d'enseignement des sciences, le bilan des sciences envisagées qui existent ainsi. Pour reprendre le poète de l'époque, le programme ne doit pas être tué.

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# EDITORIAL/ÉDITORIAL

## Questionnaire

### SECTION I: Reading Habits

- Do you regularly read all or most of the CAUT Bulletin?
  - ☐ yes (go to question 3)
  - ☐ no
- Do you regularly read part of the CAUT Bulletin?
  - ☐ yes
  - ☐ no (go to SECTION III)
- How long have you been a reader of the CAUT Bulletin?
  - ☐ Less than 3 months
  - ☐ 3-12 months
  - ☐ 1-2 years
  - ☐ 2-5 years
  - ☐ 5-10 years
  - ☐ Over 10 years

### SECTION II: Evaluation of the Regular and Special Features

Which of the following articles and features did you read in the last two issues?

- |   |  |
|---|--|
| <input type="checkbox"/> Editorial (President's column) | <input type="checkbox"/> Focus on Faculty                              |
| <input type="checkbox"/> From the Hill                  | <input type="checkbox"/> Prisoner of the Month (Amnesty International) |
| <input type="checkbox"/> Salary and Pension data        | <input type="checkbox"/> CO-OP page                                    |
| <input type="checkbox"/> Employment Equity information  | <input type="checkbox"/> News of CAUT activities                       |
| <input type="checkbox"/> Council Reports                | <input type="checkbox"/> Librarians Committee news                     |
| <input type="checkbox"/> Status of Women Committee news | <input type="checkbox"/> Bookshelf                                     |
| <input type="checkbox"/> A F & T Committee news         | <input type="checkbox"/> Tribune libre/Commentary                      |
| <input type="checkbox"/> News from Quebec               | <input type="checkbox"/> Letters to the Editor                         |
| <input type="checkbox"/> Provincial Roundup             | <input type="checkbox"/> Classifieds                                   |
| <input type="checkbox"/> Conference Reports             |  |

Special features:

- |   |   |
|---|---|
| <input type="checkbox"/> Income Tax Guide | <input type="checkbox"/> Status of Women Supplement   |
| <input type="checkbox"/> Tory Record      | <input type="checkbox"/> Committee of Inquiry Reports |

### SECTION III: Format

- I find the present format of the CAUT Bulletin:
  - ☐ Excellent
  - ☐ Good
  - ☐ Fair
  - ☐ Poor
- We are wondering whether we should change some of the physical characteristics of the Bulletin. For each of the following changes, would you please tell us your point of view.

	Yes, please do this	Perhaps do this	Please don't do this
Better quality paper			
Larger typeface			
More statistics, charts, graphs, photos, cartoons			
Fewer and wider columns			
Same content with a better layout			
A smaller publication			
Longer articles of analysis			
Annual index			
Short news items			
A less frequent publication			
A more frequent publication			
A quarterly journal			
A monthly newspaper			
A bi-monthly newspaper			

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**SWC**

The CAUT (1993) on "The contribution of higher education to the awareness of the reforms. It is Women's Corner am sure will monopoly of University responsive to society. This to be promote the advancement of work force, etc.

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**Femin**

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**SECTION IV: Level of Interest**

1. Indicate your level of interest in the following:

VI : Very Interested  
I : Interested  
NI : Not Interested

	VI	I	NI
Salary and pension data			
Federal government reports			
International news			
Local and provincial association news			
CAUT lobbying positions			
Standing committee reports			
Council news			
Committee of inquiry reports			
Opinion pieces (Tribune libre/Commentary)			
Letters to the editor			
Advertisements (Classifieds)			
Book reviews			
CAUT policy statements			
Editorial			
News about teaching/research awards			
Collective bargaining news			
University policies of provincial governments			
News about teaching strategies (Teaching tips)			
Other (please specify)			

2. Indicate your reading preference:

An English version only	<input checked="" type="checkbox"/>
A French version only	<input type="checkbox"/>
A completely bilingual version	<input type="checkbox"/>
A bilingual version: some English, some French with no translation	<input type="checkbox"/>
A bilingual version: key articles in both languages and others in either English or French	<input type="checkbox"/>
A bilingual version: some English, some French no translation but summaries in other language	<input type="checkbox"/>

**SECTION V: Basic Data**

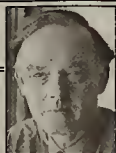
1. Are you active in your local faculty association? ☐ yes ☐ no  
2. What province do you live in? \_\_\_\_\_

ADDITIONAL COMMENTS: \_\_\_\_\_

**THANK YOU FOR YOUR COOPERATION - PLEASE RETURN THE QUESTIONNAIRE TO:**  
Liza Duhaime, CAUT, 308-294 Albert Street, Ottawa, ON K1P 6E6 - Fax: 613-232-0494  
**OR TO YOUR LOCAL FACULTY ASSOCIATION OFFICE.**

M2J 5B5





Alan Andrews

## EDITORIAL/ÉDITORIAL

### Tories reveal a two-face approach to science policy

*Funding for Networks of Centres of Excellence will be cut despite their proven value*

On May 9 the *Ottawa Citizen* quoted Minister for Science, Tom Hockin as saying he doubted that he would be able to persuade his cabinet colleagues to renew the Networks of Centres of Excellence at the current level of funding. He refused to confirm or deny reports that the program will be cut by 50 per cent.

The government introduced this program in 1989 on a four-year trial basis. The minister has confirmed the program will continue. However, overall funding is now up for review by cabinet and serious cuts are being considered, which must affect existing networks as well as the prospects for new ones. The cabinet position seems to be, in the words of the Victorian poet, "Thou shalt not kill, but need'st not strive officiously to keep alive."

What the program of centres of excellence did was to create 15 networks which brought together researchers from across the country in universities, government and industry to study particular problems. These ranged from robotics through protein, engineering, genetic and bacterial diseases to high-performance concrete as well as the problems of aging. What was innovative about this program was the decision not

to build buildings to house institutes but to fund researchers to undertake research in collaborative networks.

Modern computers and telecommunication mean that it is no longer necessary to put all the researchers in one isolated building on one campus. Thus the expertise of the whole country can be directed to particular research problems.

This has meant a much greater involvement in the projects of researchers, universities and ultimately students than would have occurred if the original plan for a few megaproject research sites had gone ahead.

In November the Prime Minister spoke in Toronto at a PC Canada Fund dinner and cited this program as one of the achievements of his government. He said the program "...which we began four years ago has proved a great success," and he added that the government would "make our support permanent." It would, he said, "be part of the government's strategy to ...work with industry, with labour, the scientific community and the provincial governments to build a more competitive economy." A reasonable person would read this as a commitment to maintain and enhance the program, not to slash it.

The House of Commons committee

responsible for science policy recently reviewed the networks, gave them strong support, and unanimously recommended the program be renewed and funded at the present level or better. The total funding for the program is currently \$240 million over a four-year period. Both the university presidents through the Association of Universities and Colleges of Canada and the academic staff through CAUT had told the committee they strongly supported the renewal of the program at the same level of funding or higher.

Now the Minister for Science is sending a signal that the government's commitment is weakening, perhaps decisively. This can be seen as part of a more general Tory strategy of announcing programs in science and technology with great fanfare and then retreating from them as soon as it thinks no one will notice. For example, in 1992 the Minister of Finance announced a long-term increased funding strategy for the three federal research granting councils. He reneged on that in December and froze their budgets instead.

The inescapable conclusion is that this government, after eight years in office, is still without a coherent policy for science and scholarly research, just as it has

failed to address post-secondary education issues. The bungling over its ill considered plan to merge the SSHRC into the Canada Council is but the most recent and obvious evidence of these failures.

It is perhaps ironic that on the same day that the *Ottawa Citizen* carried the story about Mr. Hockin, it also picked up one from the United States which stated that the labour department in that country was considering easing immigration restrictions for foreign scientists and engineers desiring permanent residence there. Under the Free Trade Agreement Canadian scientists and engineers have been able to take jobs in the U.S. for up to two years without any formalities. Now, apparently, the arrangements will be made simpler in the U.S. for those who want to stay permanently.

Without a policy and retreating from their commitments to science and engineering, the Conservatives seem to be creating a job exporting scheme for scientists and engineers while the Americans gladly welcome the scientists in whom this government has no interest. It would be better to protect and strengthen the investment in scientific research and development in Canada.

## La duplicité des Conservateurs en matière de sciences

*Réduction des crédits des Réseaux de centres d'excellence*

Dans l'édition du 9 mai du *Ottawa Citizen*, le ministre des Sciences, l'honorable Tom Hockin, aurait dit qu'il doutait de réussir à convaincre ses collègues du cabinet de renouveler le programme de Réseaux de centres d'excellence au niveau actuel de financement. Il a refusé de confirmer ou de démentir les rumeurs selon lesquelles les crédits affectés au programme seraient réduits de moitié.

Le gouvernement a créé le programme en 1989 et l'a mis à l'essai pendant quatre ans. Le ministre a confirmé que le programme serait maintenu. Cependant, les quatre années d'essai étant maintenant écoulées, le cabinet devra en faire un bilan. Des coupes sombres sont envisagées qui toucheront les réseaux existants ainsi que les réseaux futurs. Pour reprendre les vers du célèbre poète de l'époque victorienne, la position du cabinet semble être «Thou shalt not kill, but need'st not strive officiously to keep alive».

Le programme de centres d'excellence a permis la création de 15 réseaux qui ont réuni des chercheurs de tout le pays provenant du milieu universitaire, du gouvernement et de l'industrie. Ces chercheurs ont étudié des problèmes particuliers allant de la robotique aux protéines, en passant par le génie, la génétique et les maladies bactériennes, le béton à haut rendement et le vieillissement. Le programme était innovateur en ce sens qu'il n'a pas entraîné la construction de nouveaux

édifices pour abriter les instituts de recherche et qu'il visait plutôt à subventionner des chercheurs pour qu'ils effectuent des recherches en collaboration dans des réseaux. Grâce aux ordinateurs et à la télécommunication, il n'est plus nécessaire d'isoler tous les chercheurs dans un même bâtiment d'une même université. Il est donc possible d'orienter l'expertise de tout le pays vers des problèmes précis de recherche.

Les chercheurs, les universités et, finalement, les étudiants, ont beaucoup plus participé aux projets de recherches qu'ils ne l'auraient fait si l'on avait mis à exécution les quelques mégaprojets prévus à l'origine.

En novembre, le premier ministre a prononcé une allocution à l'occasion d'un dîner du Fonds PC du Canada à Toronto et a cité le programme comme l'un des réalisations de son gouvernement. Il a déclaré que le programme «(...) sur lequel nous avons misé il y a quatre ans à titre expérimental, s'avère lui aussi un énorme succès» et que l'appui du gouvernement «deviendra [il] permanent». Il a affirmé que le gouvernement avait l'intention «de collaborer avec l'industrie, les syndicats, la communauté scientifique (...) et les gouvernements provinciaux pour bâtir une économie plus compétitive». En lisant cette déclaration, une personne raisonnable y verrait un engagement à maintenir le programme et non pas à le démolir.

Le comité de la Chambre des communes responsable de la politique scientifique a récemment passé en revue les réseaux et leur a accordé un appui ferme. Il a en outre recommandé à l'unanimité que le programme soit renouvelé et que son niveau de financement soit égal ou supérieur au niveau actuel. L'enveloppe budgétaire totale du programme s'élève actuellement à 240 millions de dollars sur quatre ans. Tant les recteurs d'université, par l'entremise de l'Association des universités et collèges du Canada, que le corps universitaire, par l'intermédiaire de l'ACPPU, ont affirmé au comité qu'ils étaient fortement en faveur du renouvellement du programme au même niveau de financement ou à un niveau supérieur.

Or, le ministre des Sciences laisse entendre que l'engagement du gouvernement s'affaiblit, peut-être de manière décisive. Cette attitude s'inscrit sans doute dans la stratégie plus générale des Conservateurs d'annoncer tambour battant des programmes en science et en technologie puis de faire marche arrière aussitôt qu'ils croient que personne ne le remarquera. Ainsi, en 1992, le ministre des Finances a annoncé une stratégie à long terme visant à hausser les crédits des trois conseils subventionnaires fédéraux. Il a manqué à sa promesse et, en décembre, il a gelé leur budget.

La conclusion inéluctable que nous en tirons est que le présent gouvernement, après huit ans au pouvoir, n'a pas

encore de politique cohérente en matière de science et de recherche scientifique tout comme il n'a pas réussi non plus à s'occuper des problèmes de l'enseignement postsecondaire. Le gâchis qu'est son projet irréflecté de fusionner le CRSH avec le Conseil des arts n'est que la preuve la plus récente et la plus évidente de ces échecs.

Ironie du sort peut-être, le *Ottawa Citizen* a fait paraître le même jour que l'article sur M. Hockin, un article des États-Unis dans lequel on mentionnait que le département du travail envisageait un assouplissement des conditions d'immigration pour les scientifiques et les ingénieurs étrangers désireux de s'établir de façon permanente aux États-Unis. En vertu de l'accord de libre-échange, les scientifiques et les ingénieurs canadiens peuvent déjà accepter des emplois aux États-Unis pendant deux ans au maximum sans être soumis aux formalités d'usage. Or, il apparaît que les modalités seront simplifiées pour les personnes qui voudront s'établir définitivement aux États-Unis. Dépourvus de politique scientifique et manquant à leur parole en matière de science et de génie, les Conservateurs semblent inciter les scientifiques et les ingénieurs à s'expatrier pour travailler. Pendant ce temps, les Américains accueillent à bras ouvert les scientifiques qui n'intéressent pas notre gouvernement actuel. Il vaudrait mieux protéger et consolider l'investissement dans la recherche et le développement scientifiques au Canada.

### CAUT BULLETIN DE L'ACPPU

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## COLLECTIVE BARGAINING AND ECONOMIC BENEFITS

# Research indicates need to reexamine university salary structures

*Gender bias and other systematic anomalies have crept into the salary structure at some universities*

## Hugh Grant

Despite a penchant for engaging in academic discussion, university professors pay little scholarly attention to their own salaries. One agent provocateur accuses faculty of being "myopically unobservant" about their incomes and largely unaware of the sharp decline in the economic status of the profession over the past two decades.

This neglect may reflect preoccupation with more profound, less earthly matters or, perhaps, a spirit of resignation. For whatever reason, only Balzarini (1988), Rodger (1989) and a handful of others have proved sufficiently stalwart to address the issue.

If the level of academic salaries in Canada receives insufficient attention, their structure is virtually ignored. Every Canadian university has adopted formal salary policies and procedures (including salary floors and ceilings, annual career development increments, merit pay and market supplements) specifying the conditions governing how individual faculty members are paid.

Faculty collective bargaining contributed to this formalization as a means of limiting administrative discretion; but since the wave of unionization in the late 1970s and early 1980s, the problem of structure has been perceived to be "solved" in favour of negotiating percentage increase on scale.

Many university salary structures, however, are showing their age, with important implications for the distribution of income within faculties. Salary floors and ceilings, career development increments, and merit pay are designed to create differences in pay; but for several reasons, the distribution of salary funds may no longer be appropriate.

In many instances, historical differences in salary settlements have created systematic anomalies. Elsewhere the catalyst for reviewing salary schedules was the changing nature of the institution and redefinition of teaching, research and service objectives.

Finally, recent evidence of systemic gender discrimination forces reexamination of the rules governing remuneration as well as their application. Several examples may be cited where gender discrimination is nested in apparently "fair" salary structures.

For these reasons, it seems appropriate to take stock of the present state of university salary structures in Canada. The hope is that such an exercise will rekindle discussion about faculty compensation schemes and prompt further consideration of the pattern and distribution of income within university faculties.

The behaviour of individual firms or organizations mediates the relationship between market forces and individual salaries. University salary structures have several distinctive features, but three aspects — salary floors and ceilings per academic rank, career development increments, and merit pay schemes — are singled out for attention.

## Salary ranges and rates of promotion

Academic rank remains an important determinant of salaries in the majority of Canadian universities. Floors and ceilings define the approximate range over which salaries may vary by rank. They are approximate because starting salaries tend to be above the floor and ceilings can be porous.

Nor do floors and salaries tell us much about the rate of salary progress within a rank or the rates of promotion between ranks. Despite these qualifications, the following observations are forthcoming:

- Three different salary-rank models are identified. In four universities a "classical" model dictates that the maximum salary in a rank may not exceed the minimum salary of the next highest rank; 24 universities retain salary ceilings for at least the assistant and associate rank, but permit salaries to overlap between ranks; and 17 universities have "flexible" rank/salary relationships which remove salary ceilings specific to ranks. Only UBC has no designated salary floors.

- The salary floor for the assistant rank varies by region, with Atlantic Canada and Manitoba lagging behind the national average. However, evidence from Ontario universities suggests that starting salaries are well above the floor.

- Salary ceilings also vary considerably between universities. Expressed as a percentage of the assistant floor, they range from 122 to 171 for assistants, from 167 to 225 for associates, and from 184 to 285 for professors; and several institutions have removed salary ceilings altogether.

There is little information gathered on rates of promotion and two attempts to approximate promotion success rates do not yield consistent results.

## Career development/progress through the ranks

The most salient feature of university salary structures is the relatively steep career-earnings profile defined by low starting salaries and career development increments extending, in many cases, over the length of a career.

Two competing explanations exist: a) human capital theorists argue that salary profiles reflect the stock of human capital possessed by a faculty over a career; b) agency theory implies

that faculty enter into lifetime, implicit contracts with a portion of compensation deferred to the latter part of a career.

The latter is intuitively more appealing and accords with the prevalent view that starting salaries are relatively low, for which faculty are partially compensated with salary increases which extend over the life of a career.

Career development plans in Canadian universities are distinguished by the rate of salary increase provided by annual increments.

In 12 universities, the value of CDIs is the same in each rank; 15 universities provide for CDIs that increase in value as rank increases; in three universities, the value of CDIs decrease as rank increases; and in 16 cases, CDIs are unrelated to rank but may decrease as certain salary thresholds are reached. In all but two cases — Laval and OISE — salaries increase at a decreasing rate over the duration of a career.

The resulting career-earnings profiles lead to important differences in the level and timing of total compensation.

## Merit pay

Merit pay schemes are akin to "rank-order tournaments" in which winners are awarded with a salary prize. Awards, based upon an individual's relative performance rather than absolute performance, are designed to increase the productivity of all contestants rather than to adjusting internal salaries to external market conditions. Salary-based merit pay schemes are found in over half of Canadian universities.

In most cases, merit awards are paid in addition to a basic CDI; the pool of funds for merit awards ranges from 10 to 50 per cent of the size of CD/PTTR funds; and individual awards are most frequently an additional CDI.

At Queen's, Toronto and

Waterloo, discretionary merit awards replace non-discretionary CD/PTTR plans and are the sole basis for rewarding career progress. Salary schedules refer to "average selective increments" but there are no established norms or minimum awards for satisfactory performance.

## Classifications

The survey of salary ranges, career development plans and merit pay schemes permits the identification of three distinct salary structures:

- aristocracies: salary floors and ceilings at each academic rank make salary growth heavily dependent upon promotion;
- pseudo-meritocracies retain a relationship between academic rank and salary, but merit awards provide for accelerated progress through ranks;
- meritocracies remove the nexus between rank and salary in favour of discretionary merit awards as the basis to salary differentials.

Aristocracies are prevalent in undergraduate institutions and in Atlantic Canada; pseudo-meritocracies are most common in comprehensive and doctoral schools and in western Canada; and meritocracies are concentrated in comprehensive/doctoral schools and in Ontario.

## Salary simulations

Simulated lifetime earnings of three "typical" career paths at each Canadian university indicate large salary disparities between and within universities.

Assuming that the current salary structure remains in force and that scale increases keep pace with inflation, the lifetime earnings of a "representative faculty member" will tend to be higher in Ontario and British Columbia, and lower in Atlantic Canada, Quebec and Manitoba.

Earnings in undergraduate institutions also tend to be low. Comparing the earnings of a

"career associate" and "achiever" at each university reveals that some university salary structures provide for little or no difference in the salary of individuals with identical years of service, while others generate large disparities.

Aristocratic salary structures result in the smallest, and merit-based salary structures the largest, disparities.

All university salary structures — with the possible exception of Carleton — provide for a degree of salary inequity based upon performance measures. In aristocracies, faculty productivity is encouraged by the desire for promotion, since remaining in rank beyond a prescribed number of years leads to partial CDIs and eventually the salary ceiling.

In pseudo-meritocracies, merit awards allow for variable rates of progress through a rank, but salary ceilings remain an important obstacle to salary growth. In contrast, meritocracies break the nexus between salaries and academic rank in favour of merit pay as the basis to differential pay rates.

The survey of salary structures and the comparisons of simulated career earnings indicate significant differences in the distribution of salary funds within universities. These differences may be appropriate, if salary policies are designed in response to local circumstances or to meet specific institutional objectives.

If they have evolved through happenstance, however, the structure of compensation at many universities is clearly in need of reconsideration.

(Hugh Grant, Department of Economics at the University of Winnipeg, was a Research Associate with the Collective Bargaining Cooperative during the 1992-93 academic year. This article is a summary of the research which he conducted on salary structures in Canadian universities.)

## Co-op Executive Committee 1993-94

left to right: John Blaikie (Brandon); Luis Lobo (Memorial); George De Benedetti, Treasurer (Mount Allison); Tom Booth (Manitoba); Joyce Lorimer, Chairperson (Wilfrid Laurier); June Chalkelson (Concordia); inset: Ron Melchers (Ottawa)





# Focus on Faculty/Pleins feux sur les professeurs

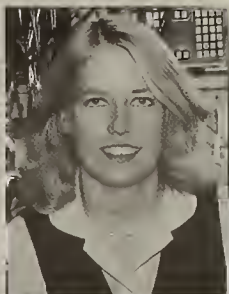
Academics are often honoured for their achievements and contributions in teaching and research. As a bi-monthly feature of the Bulletin, *Focus on Faculty* reports on awards, honours, fellowships and prizes awarded to Canadian university academic staff. Particular focus is on provincial, national and international awards of merit. The Bulletin welcomes receiving notice of awards or honours for academic staff for inclusion in this column, space permitting.

Les universitaires sont souvent honorés pour leurs réalisations et leurs contributions en recherche et en enseignement. La chronique du Bulletin, *Pleins feux sur les professeurs*, qui paraît tous les deux mois, présentera les prix, honneurs, bourses et récompenses décernés à des universitaires canadiens. On signalera surtout les prix provinciaux, nationaux et internationaux. La rédaction du Bulletin acceptera tout avis de prix ou d'honneurs pour cette chronique s'il y a de l'espace.



## Union Carbide Award

Elisabeth A. Dixon (Chemistry, Calgary) has won the Union Carbide Award for Chemical Education from the Chemical Institute of Canada. The award is presented in recognition of outstanding contributions in Canada to education at any level in the field of Chemistry or Chemical Engineering.



## CCUCC Award

Viola I. Birss (Chemistry, Calgary) will receive the first Canadian Committee of University Chemistry Chairpersons Award from the Chemical Society of Canada. The award is presented in recognition of a distinguished contribution to Chemistry by a woman while working in Canada.



## Koyre Medal

William Shea (McGill Centre for Medicine, Ethics and Law) is the first Canadian to win the prestigious Koyre Medal from the International Academy of the History of Science for his contribution to the history and philosophy of science. The medal is awarded only once every four years.

## Gerhard Herzberg Award

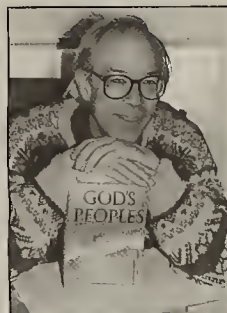
Martin Moskovits (Chemistry, Toronto) has received the 1993 Gerhard Herzberg Award of the Spectroscopy Society of Canada, given to honour outstanding achievement in the science of spectroscopy.

## PAIRO Award

Ronald Wigle (Respirology, Queen's) has been chosen as a winner of the 1993 Professional Association of Internes and Residents of Ontario Excellence in Clinical Teaching Award. A donation of \$1,000 is made on behalf of the recipient to the charity of their choice.



**Institute of Meat Fellowship**  
Howard Swatland (Food, Animal and Poultry Science, Guelph) has been elected a fellow of the Institute of Meat, the highest honour bestowed by the British organization, in recognition of his significant contributions to meat research and teaching. This is the first time the fellowship has gone to someone who has not served as chair of the Institute.



## Library Journal Honour List

Donald Akenson (History, Queen's) has been honoured for his academic work "God's Peoples: Covenant and Land in South Africa, Israel, and Ulster" named one of the best books published in the United States in 1992 by the Library Journal. Only 28 other books were included on the list which considers books in all categories.

## Killam Research Fellowships

Barry Cooper (Political Science, Calgary); Sheila Delany (English Literature, Simon Fraser); Andrew Hughes (Medieval Musicology, Toronto); Brian R. James (Chemistry, British Columbia); Michael H. Kater (History, York); Philipp P. Kronberg (Radio Astronomy, Toronto); Marc LeBlanc (Criminology, Montréal); Claude Leroy (Physics, Montréal); Patrick J. Mahony (Textual Analysis, Montréal); Elaine B.S. Newman (Biology, Concordia); Bruno Roy (French Literature, Montréal); Henry P. Schwarz (Archaeology, McMaster); Kenneth B. Storey (Biochemistry, Carleton); and Vaira Vikis-Freibergs (Literature, Montréal) are the fourteen new Killam Research Fellows for 1993. The Killam Research Fellowships, administered by the Canada Council, provide salary and fringe benefits of at least \$60,000 a year for two years. The awards support scholars engaged in research projects of outstanding merit in the humanities, social sciences, natural sciences, health sciences, engineering, and interdisciplinary studies within these fields.

## Bio-Méga/Boehringer

Ingelheim Award  
Claude Spino (Chemistry, Victoria) has been awarded a \$10,000 Bio-Méga/Boehringer Ingelheim Young Investigator Award by Bio-Méga of Laval, Quebec. These awards, subject to renewal for more than one year, are given to encourage the advancement of basic research in Canadian universities.

## Royal Society of Chemistry Awards

Bryan Jones (Chemistry, Toronto) has received the 1992 Chairman medal for enzyme chemistry; Martin Moskovits (Chemistry, Toronto) has received the 1992 award in surface and colloid chemistry. Both awards from the British society consist of approximately \$1,000.

## Colonel Watson Award

Michael Fullan (Dean of Education, Toronto) has been named this year's recipient of the Colonel Watson Award presented by the Ontario Association for Curriculum Development. The award honours educators who have made a significant contribution to education and curriculum development in Ontario.



Lorraine E. Weinrib



Randy W. Widdis



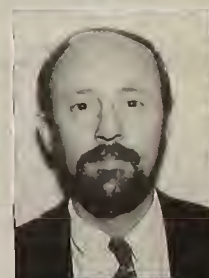
Hélène M. Poissant



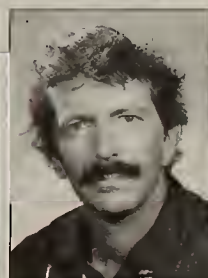
Gregor Smith



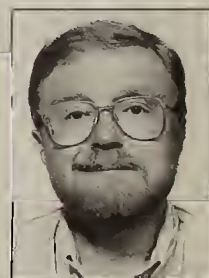
Richard Simon Harris



Bradford W. Morse



Bruce C. Daniels



J. Dennis Duffy

## Fulbright Faculty Fellows

Bruce C. Daniels (History, Winnipeg); J. Dennis Duffy (Literature, Toronto); Richard Simon Harris (Geography, McMaster); Bradford W. Morse (Law, Ottawa); Hélène M. Poissant (Education, Laval); Gregor Smith (Economics, Queen's); Lorraine E. Weinrib (Law, Toronto); and Randy W. Widdis (Geography, Regina) are the 1993 Canada-U.S. Fulbright Faculty Fellows from Canada. Canadian Fulbright awards are administered by the Foundation for Educational Exchange Between Canada and the United States and support research in the United States that promotes understanding.

## Squibb Award

George Zhanel (Pharmacy, Manitoba) was the 1991-92 winner of the Squibb Award for Excellence in Teaching. This is the second year in a row and the third time he has been given the award.

## Smith Kline Beecham Award

Anne Croy (Biomedical Sciences, Guelph) has received the Smith Kline Beecham Annual Health Trust Award for outstanding research.

## Manitoba Lung Association Award

Nicholas Anthonisen (Dean of Medicine, Manitoba) was presented an Award of Excellence in respiratory research and care by the Manitoba Lung Association.



## COUNCIL REPORT / RAPPORTS DU CONSEIL

## CAUT supports faculty in Ontario and Manitoba

Recent actions by provincial governments dominated much of the Council discussion at the recent meeting held in Ottawa, May 7 to 9. As reported to Council by OCUFA, Ontario Premier Bob Rae's proposed "social contract" could have deleterious effects on Ontario's universities, particularly smaller institutions. As a result, CAUT Council passed the following resolution confirming OCUFA's position on the matter:

Whereas the Ontario Government has initiated "Social Contract" discussions aimed at reducing the Government's broader public sector wage bill by \$2 billion —

Be it resolved that CAUT affirms and supports OCUFA's attempt during the social contract discussions:

- \*to preserve free collective bargaining;
- \*to preserve the accessibility and quality of education;
- \*to maintain job security in the sector;
- \*to preserve pension plan rights and processes;
- \*to preserve pay equity;
- \*to reject any reduction in negotiated wages, benefits or other working conditions;
- \*to support increased workplace democracy and co-determination, to obtain complete financial disclosure and information, and to support increased opportunities for enhancement of voluntary



CAUT Executive Committee 1993/94

L to R: David Balzarini, Dayna Daniels, Helen Holmes, Claude Dionne, Donald Savage, Alan Andrews, William Schrank, Jennie Hornosty (missing; Fred Wilson)

early retirement and voluntary exit packages;

- \*to press for wider discussions within the social contract process on issues such as tax reform; and
- \*to support the continuation of ongoing and pending negotiations of the local associations.

Similar actions by the Manitoba government lead to another resolution passed by Council. In it, delegates unanimously condemned the Manitoba government for its severe erosion of the academic quality and viability of post-secondary services in the province by:

- \*implementation of operating grant clawbacks and cutbacks;
- \*capital grant cutbacks;
- \*elimination of student bursaries;
- \*dilution of university autonomy through tabling of Bill 22; and
- \*interference with collective bargaining procedures and processes.

## 1993 Sarah Shorten Award

On the recommendation of the CAUT Status of Women Committee, CAUT Council has awarded the 1993 Sarah Shorten Award to Dr. Jill McCalla Vickers (Carleton

University).

Dr. Vickers is professor of Political Science at Carleton and has been a prime moving force in the establishment of the Women's Studies program at that university.

As a founding member and past-president of CRIAW and a member of the board at NAC, Dr. Vickers' skills and commitment to the empowerment of women and the betterment of their lives has had a national impact.

Dr. Vickers will receive the award at a ceremony to be held in conjunction with the September meeting of Council.

## Violence on Campus

Council delegates were pleased to hear that the federal Ministry of Labour has approved a \$10,000 grant to CAUT in order to assist in funding a project aimed at helping universities and colleges address the issue of violence on campus.

The aim of the project is to produce a practical manual of educational materials designed to sensitize unions and university administrators to the dimension of violence in the workplace.

Council also approved the terms of reference for the Task Force on Harassment and Violence in universities. CAUT Council had previously approved, in principle, the creation of such a task force at the January meeting.

The purpose of the Task Force is to gather data on and define the issues concerning the nature of violence and harassment on campus.

It will also determine what policies and procedures currently existing at Canadian universities and may recommend to Council policies and procedures aimed both at prevention and dealing with harassment and violence when it occurs.

It is expected that the task force will make its report to the May 1994 Council meeting.

## Réponse aux mesures prises par le gouvernement

Les récentes mesures prises par les gouvernements provinciaux ont dominé la plupart des discussions du Conseil au cours de la dernière assemblée, qui s'est tenue du 7 au 9 mai à Ottawa. Comme l'UAPUO l'a signalé au Conseil, le «contrat social» proposé par Bob Rae, premier ministre de l'Ontario, pourrait avoir de graves répercussions sur les universités ontariennes, en particulier sur les petits établissements. Le Conseil de l'ACPPU a donc adopté la résolution qui suit, confirmant la position de l'UAPUO sur la question:

Le gouvernement de l'Ontario ayant amorcé des discussions sur le «contrat social» visant à réduire de deux milliards de dollars la masse salariale du vaste secteur public

Il est résolu que l'ACPPU affirme et appuie les efforts de l'UAPUO au cours des discussions sur le contrat social afin de:

- \*préserver la libre négociation collective;
- \*préserver l'accessibilité à l'éducation et la qualité de celle-ci;
- \*maintenir la sécurité d'emploi du secteur;
- \*préserver les modalités et les droits relatifs aux régimes de retraite;
- \*protéger l'équité salariale;
- \*refuser toute réduction des rémunérations, avantages sociaux ou autres conditions

de travail négociées;

\*soutenir la cogestion et la démocratie accrues en milieu de travail, obtenir la divulgation intégrale de l'information financière et appuyer l'élargissement des possibilités de retraite anticipée volontaire et les programmes de retraite anticipée volontaire;

\*demander instamment des discussions plus ouvertes, dans le cadre du contrat social, sur les questions comme la réforme fiscale;

\*soutenir la poursuite des négociations permanentes et en cours des associations locales.

À la suite de mesures analogues prises par le gouvernement du Manitoba, le Conseil a adopté une autre résolution dans laquelle les délégués ont unanimement condamné le gouvernement manitobain d'avoir gravement sapé la qualité de l'enseignement et la viabilité des services postsecondaires dans la province en pratiquant des coupes sombres dans les subventions de fonctionnement; en diminuant les subventions d'immobilisation; en supprimant les bourses aux étudiants; en affaiblissant l'autonomie des universités par le dépôt du projet de loi 22; et en intervenant dans les mécanismes et les processus de négociation collective.

## Prix Sarah-Shorten de 1993

À la recommandation du Comité du statut de la femme de l'ACPPU, le Conseil a décerné le prix Sarah-Shorten de 1993 à Mme Jill McCalla Vickers (Université Carleton). Professeure de sciences politiques à l'Université Carleton, Mme Vickers a joué un rôle de premier plan dans la mise sur pied du programme d'études féminines de cette université. En tant que membre fondatrice et présidente sortante de l'ICREF et en qualité de membre du Comité canadien d'action consultatif national, elle a mis sa compétence et sa détermination au service de la liberté d'action des femmes et de l'amélioration de leur vie; son action a eu des répercussions nationales. Mme Vickers recevra cette distinction honorifique à l'occasion d'une cérémonie qui se tiendra en même temps que l'assemblée du Conseil de septembre.

## Violence dans les universités

Les délégués du Conseil ont été heureux d'apprendre que le ministre du Travail fédéral a approuvé l'octroi d'une subvention de 10 000 \$ à l'ACPPU afin de financer un projet visant à aider les universités et collèges à régler le problème de la violence dans les établissements. Le projet a pour but de produire un guide pratique des

documents éducatifs destinés à sensibiliser les syndicats et les administrateurs des universités au problème de la violence en milieu de travail.

Le Conseil a également approuvé le mandat du Groupe de travail sur le harcèlement et la violence dans les universités. Le Conseil de l'ACPPU avait déjà donné son approbation de principe à la création de ce groupe à l'occasion de sa réunion de janvier. Le groupe de travail doit réunir l'information et définir les

problèmes relatifs à la nature de la violence et du harcèlement dans les universités. Il déterminera également quelles sont les politiques et procédures en vigueur dans les universités canadiennes et il pourra recommander au Conseil des politiques et procédures favorisant la prévention et permettant de faire face au harcèlement et à la violence. Le groupe de travail devrait présenter son rapport à la réunion du Conseil de mai 1994.

1993-1994  
Council Speaker

Bob Kerr  
(Law, Windsor)

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## ISGUG Report series

## University administrators and their selection

CAUT released "Governance & Accountability: the Report of the Independent Study Group on University Governance" at the end of January. The report written by Ken McGovern, Guy Bourgeault, and Ernst Benjamin was summarized in CAUT's February Bulletin. CAUT published abstracts of the sections of the report on senates and on openness in the March and April and May issues. In this issue we continue the series with a look at university administrators and their selection.

\*\*\*

The Independent Study Group considered various models of university administration. It found a disturbing tendency to think of universities as business corporations in a rather old-fashioned sense. This is often characterized as a pyramid structure with authority vested in the president and his entourage.

This in turn leads explicitly or implicitly to recommendations for top-down management, attacks on collegiality and academic self-government, the erosion of the role of deans, and a denigration of faculty as merely another interest group as though teaching and research were not the central work of the universities.

This view of the university ignores the reality that they are not business corporations but a public service. They are not devoted to making a profit. Instead they serve a variety of purposes, and these are not all measurable by dollars or attainable by technocratic means.

Universities teach undergraduates and graduates both professional disciplines and humane and scientific learning to enable them to be better citizens. They

undertake an enormous range of research from the highly theoretical to the applied.

They are an important part of the cultural life of the community. They provide extension education. They engage in all sorts of community service. They run residences, sports facilities, book stores and computer networks.

They have pioneered over the past 25 years a significant increase in the number of women and native Canadians that participate in higher education. They educate foreign students. Some of them are leaders in providing higher education to the disabled.

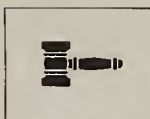
And the list goes on. Many one-issue critics of the university fail to recognize this complexity and the need for the university to do all its work well.

All this in turn requires a style of presidential leadership that devolves authority, probes and presses people to come up with good ideas and innovations and uses political skills to make them happen. Neither collegiality nor innovation nor excellence happen by command.

In this context, so the authors note, current management literature has provoked considerable discussion about the failures of top-down management, the virtues of decentralization, the importance of encouraging creativity by giving employees with ideas real authority in the organization, the significance of the culture of the corporation for its successes and failures, and the relation of all these to productivity. This suggests that managing

## GOVERNANCE &amp; ACCOUNTABILITY

THE REPORT  
OF THE  
INDEPENDENT STUDY GROUP  
ON  
UNIVERSITY GOVERNANCE



JANUARY 1993

the enterprise is a complicated and sophisticated problem.

This also implies a style of university administration that is not obsessed by bean counting. The report notes that even the founder of total quality management urged corporations to eliminate management by numbers, numerical goals, quotas, slogans, exhortations and targets for the work force asking new levels of productivity. He thought that leadership was more important than any of these.

This means the choice of senior academic officers is of the greatest importance and the university community must ensure that its concerns are well served in the process. The report recommends that both the senior academic body or senate and the board of governors approve the procedures for choosing the president and the senior academic administrators.

The appointments themselves should have the consent of the senate as well as of the board. The senate may,

in the case of the president, choose to delegate its authority to a search committee, but it should only do this if the academic staff has a substantial role on the committee, if students are represented, and if the board is required to choose from the short list proposed by the committee.

If these conditions are not met, the report recommends that the president be chosen by the board with the advice and consent of the senate. The report also recommends the nomination of the academic vice-president be ratified by both the senate and the board and that faculty councils should formally ratify the choice of deans prior to the presentation of their names to the board.

The senate should insist that there be a procedure in place to ensure that there is a vigorous search for non-traditional candidates.

The report rejects the view that short lists for these posts should be secret. It agrees that the initial search should be private in order to winkle out all possible candidates but suggests that the short list be public.

The authors recommend that academic administrative appointments be renewable provided the administrator in question has the confidence of his or her academic constituency. It notes that at the University of Waterloo this requires a vote of the faculty constituency.

The authors argue that since deans and chairs are meant to represent their faculties or departments in the debates of the university, the votes should be determinative. They suggest similar votes for the renewal of the president and the academic vice-presidents.

They recognize that such senior officers may have to make unpopular decisions that would render re-election difficult. Nevertheless, they argue, boards of governors and senates should know whether or not these administrators

command support. They should, however, have the right to reconfirm an appointment at this level despite the information for sound and reasoned views.

To argue, however, that this information should be suppressed is illogical and contrary to the ethos of the university. Voting is in general better than rumour-mongering as a basis for discovering the views of the faculty.

The report also recommends that, for the purposes of governance, libraries be treated much the same way as faculties and chief librarians as deans. This means, in the eyes of the authors, the creation of effective library councils and a process for hiring new chief librarians similar to that for deans.

These recommendations are all made in the context of a reformed senate as suggested elsewhere in the report.

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The CAUT Council will be preparing a response to the report later this year. Discussion will take place at the September Council meeting. In preparation for this response, Council established a small ad hoc committee to examine the report's recommendations and provide further guidance.

The committee, consisting of Fred Wilson (Past-President, CAUT) and Claude Dionne (CAUT Vice-President) will be consulting with local and provincial faculty associations, the CAUT standing committees, the Collective Bargaining Cooperative and other interested groups in the preparation of its report. If you have views, please send them to Professor Fred Wilson, CAUT, 308 - 294 Albert, Ottawa, ON K1P 6E6; fax 613-237-2105. There will also be a discussion on June 7 at the Learned Societies' Conference.

A copy of "Governance & Accountability" can be obtained from your local faculty association or copies can be purchased at a cost of \$10.70/copy from CAUT. All university libraries have been sent a free copy.

## CAUT Standing Committee Members

## Executive Committee Members

Membres du Comité de direction  
Alan Andrews, President (Dalhousie)  
Claude Dionne, Vice-President (Moncton)  
David Balzarini, Treasurer (British Columbia)  
Fred Wilson, Past President (Toronto)  
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\*William Schrank, Member at Large (Memorial)  
\*Dayna Daniels, Chair, SWC (Lethbridge)

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\*Elizabeth Bishop (Ryerson)  
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\*Luis Lobo (Memorial)

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Jennifer Bankier (Dalhousie)  
Janice Drakich (Windsor)  
Joyce Forbes (Lakehead)  
Karen Grant (Manitoba)  
Helen Breslauer, OCUFA Rep.  
\*Joanne T. Emerman (British Columbia)  
\*Nathaly Gagnon (Concordia)

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Richard Hiatt (Brock)  
Patrick O'Neill (Acadia)  
\*Joan Sherwood (Queen's)  
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## Elections &amp; Resolutions Committee Members

Comité des élections et résolutions  
Robert Kerr, Chair (Windsor)  
Mark Sandilands (Lethbridge)  
\*Moir Davidson (Mount Allison)

## Précis

Le Groupe d'étude indépendant sur la direction des universités a étudié divers modèles de gestion des universités. Il a constaté la tendance à cantonner les universités dans un style dépassé de gestion oligarchique descendant et à les comparer à des sociétés commerciales.

À la lumière de ses constatations, le GEIDU a formulé plusieurs recommandations pour modifier le style de direction. Il a conclu que l'université est une entreprise complexe et délicate qui requiert de son recteur une direction ferme favorisant la créativité et la collégialité de groupes d'intérêt différents. Le choix du recteur et des membres de la haute direction est donc de la plus grande importance. Le rapport recommande le double consentement du conseil d'université et du conseil d'administration pour nommer ces personnes. Le conseil d'université devrait aussi exiger des démarches garantissant une recherche vigoureuse de candidats non traditionnels. Le rapport recommande également que toute nomination soit renouvelable à condition que le cadre supérieur en question jouisse de la confiance de ses mandataires. De plus, ce renouvellement devrait exiger un vote favorable du corps professoral.

Enfin, le GEIDU recommande que les bibliothèques fonctionnent comme des facultés et que les bibliothécaires en chef soient choisis selon un processus de recrutement semblable à celui des doyens.

The President and the Executive Director are ex officio members of all committees.

\* Newly elected





Tim Stutt

## FROM THE HILL / DE LA COLLINE PARLEMENTAIRE

# Academic community rejects federal research funding cuts

CAUT, university administrators and students all denounce the negative effects on post-secondary education

Many members of the academic community denounced the cuts in university research funding announced on April 26 by Finance Minister Don Mazankowski in the 1993-94 federal government budget.

"The Conservatives continue to say our future depends on research and tell Canadians to improve their education standards. But they never practice what they preach," said CAUT President Alan Andrews.

"The cuts to federal funding for university research announced today, along with maintaining the status quo for

student aid and transfers to the provinces in respect of post-secondary education, will do nothing to improve the state of higher education in Canada."

The Finance Minister announced a cut in university research funding that will start as soon as a funding freeze for the three federal research councils ends. In February 1992 he said funding for the Natural Sciences and Engineering Research Council, the Medical Research Council and the Social Sciences and Humanities Research Council would increase by four per

cent a year for the next four years.

The Finance Minister rescinded this commitment in his Dec. 2, 1992 Economic and Fiscal Statement. Now, as of 1994-95, the annual growth rate of the councils will be only 1.5 per cent.

"The government has made a big deal out of allowing its transfers to the provinces for post-secondary education to grow by four per cent over the next five years, rather than 1.5 per cent," said Prof. Andrews. "But Canadians must recognize that the damage has already been done, and there is nothing left to cut."

"No funding was set aside to enact the recommendations on education made by the Conservatives' own advisory committee on the Prosperity Initiative," he added. "Nor will Ottawa do anything to help students who have difficulty financing their education. The government will continue to charge a three per cent fee on all new Canada Student Loans. And beginning in September, the six-month post-graduation interest subsidy will be eliminated. Such actions just do not make sense for a government that says that education is so important for Canada's economic future."

## University administrators concerned

University administrators are also concerned about what the federal budget cuts will mean for their institutions. Yet as the example of the University of Saskatchewan shows they are hesitant to talk about worst-case scenarios.

"The news that there are fewer research dollars in Canada is really bad," said U of S President George Ivany in an April 28 *Saskatoon Star Phoenix* report, "but it doesn't necessarily impact on any given institution or research program. It could but it doesn't necessarily follow."

"The extent to which the granting councils continue to get cut means we've got some problems coming up, obviously," he added.

ly," he added.

The U of S receives \$47 million a year for research — \$35 million from the three federal granting councils.

"We would be expecting to receive our \$35 million again next year. We'll certainly have that many grant applications in there and there will be a lot of pressure on the granting councils because they won't have enough money," said President Ivany.

## Students find no new ideas in budget

By comparison, the Canadian Federation of Students did not hesitate to condemn the federal government budget, even though it contained no new cuts to post-secondary education funding.

"We are not convinced that the programs students depend on will not be affected by this budget," said former CFS Chair Kelly Lamrock. "If the government is cutting \$30.7 billion from programs and services, then every Canadian is going to feel it."

CFS calculates measures announced in previous federal budgets will mean \$9 billion less for post-secondary education by 1995. These cuts mean decreased access to post-secondary education and a deteriorating quality of education for those who do get in.

CFS also finds that the federal government's claim to have restrained program expenditure growth to 1.5 per cent is odd, given that the Finance Minister has predicted inflation will average 2.5 per cent in 1993 and two per cent in 1994.

This means that if programs like the Canada Student Loans Program and the Challenge summer student employment program are targeted, they will experience a real cut in funding. This is in spite of the fact that the Finance Minister is talking about a zero real growth in expenditures.

"It's hard to believe that the government is talking about a federal learning strategy,"

concluded the CFS chair. "This budget delivers no tangible means of implementing a federal education plan. Students are still waiting."

## Learned societies find situation bleak

Learned associations are also among those who condemned the research funding cuts announced in the federal budget.

"The scientific community has no reason to be optimistic as a result of the 1993 budget," said Dr. Bernard J.R. Philogène, Chair of the National Consortium of Scientific and Educational Societies.

"The funding situation will remain bleak for established researchers in need of new equipment essential to remain at the cutting edge of their field," he said. "This budget does not hold much promise but to look south of the border or across the Atlantic for pastures where there are real opportunities in science and technology. Another generation of Canadian-trained researchers will thus be lost at a time when the country can least afford it."

"This government does not seem to have any national vision on scientific and research related matters," concluded Dr. Philogène.

The federal budget also sent a shock wave through the Canadian biological research community.

"We are distressed at this tactic of slowly draining the life-blood from the Canadian research system," said Dr. Jeremy McNeil, president-elect of the Canadian Federation of Biological Societies. "Today's budget is seriously flawed because it imposes blind, short-term fiscal solutions by stripping essential investment from the knowledge generating areas of research and education which fuels economic growth on a sustained basis."

(Tim Stutt is a Government Relations Officer at CAUT.)

## CAUT testifies

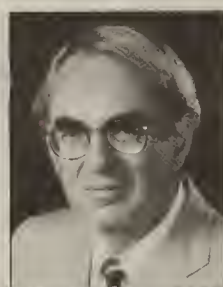
continued from page 1

CAUT expressed some scepticism about the zero figures in the first three years and suggested that they might actually be negative numbers. The Executive Director tabled with the committee a series of questions about start-up costs. The chair promised an answer before the committee adjourned.

Several speakers reminded the committee that the head of the Canada Council had said the previous day that many of the administrative savings that would arise from the two councils plus NSERC moving into the same building would arise whether or not there was a merger since the move was

going to take place in any event.

Prof. Andrews made the same suggestions as he had done before the House committee, namely that the section on the merger be excised or



Allan Godlieb  
Chairman, Canada Council

that amendments be made guaranteeing separate advisory councils and budgets for three program areas, and stating more clearly in the eligibility sub-clause that those appointed should have knowledge or experience that will assist the Council in fulfilling one of its functions.

CAUT was joined by a whole series of organizations and individuals who argued against the merger including the AUCC, the Canadian Conference on the Arts, the Social Science Federation, the Federation for the Humanities and the Canadian Psychological Association. Prof. Andrews noted how rare such unanimity was in the academic community.

Senator Finlay MacDonald, a Conservative senator from Nova Scotia, led the opposition to the bill. He was joined by Senator Royce Frith and other Liberal senators. It was clear that many of the Conservative senators knew perfectly well that the bill was a mistake.

Whether they would have the intellectual honesty either to persuade the government to amend the bill itself or to vote against it in the third reading remained unclear at the time of writing.



Finlay MacDonald

The Izaak Walton Killam

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CAUT has established a special membership classification for retired members to maintain a formal affiliation at a reduced fee.

The annual fee for such membership for the 1993-94 fiscal year is \$10.00 (from July 1/93 - June 30/94). Please write to CAUT, 294 Albert St., Suite 308, Ottawa, ON K1P 6E6.

L'ACPPU a créé une catégorie de membre particulier pour les professeurs à la retraite dans le but de leur permettre de lo fois de maintenir leur adhésion et de verser une cotisation réduite. La cotisation annuelle de cette catégorie de membres pour l'exercice financier 1993-1994 est de 10,00 \$ (du 1<sup>er</sup> juillet 1993 ou 30 juin 1994). Veuillez communiquer avec ACPPU, 294, rue Albert, bureau 308, Ottawa (ON) K1P 6E6.



## Tory leadership race

# What can the university community expect?

By the end of May the Conservative leadership race had narrowed to three persons — Kim Campbell, Jean Charest and Jim Edwards. Patrick Boyer and Garth Turner trailed far behind. At the time of writing Campbell had a considerable lead but not enough to guarantee a first ballot victory.

The candidates have had very little to say about federal funding of universities, research or student aid — all matters in which Ottawa invests heavily.

The debates and newspaper interviews indicate a high degree of generality and an unwillingness to be terribly specific.

Certain trends have nevertheless become clear. The candidates have tried to outbid each other in terms of dedication to reducing federal expenditures and balancing the budget. This obsession with the deficit has dominated the debates.

This in turn has led all five candidates to oppose the principle of universality in social programs. It also led Campbell to muse about user fees in medicare. Only Boyer, however, specifically recommended that transfer programs to the provinces be cut.

The leading candidates have talked about the need for job training. Charest has for a number of years expressed concern about the high rate of dropouts from high school and has suggested Ottawa and the provinces can combine to do something about it. He would try to reduce the rate from 34 per cent to 10 per cent during the nineties.

He said he would not invade provincial jurisdictions. He nevertheless favoured a strong federal role in concert with the provinces although its details were rather vague: «...une approche et une leadership qui vont chercher définir des objectifs pour l'ensemble du pays...sur la plan de la formation et de l'éducation». He promised an extra \$300 million to assist in this area.

He said the government should be more dirigiste in its use of UIC funds to promote education and training for youth. Charest also called for a registered savings' plan "so that people can store away money tax free to be used later for their own re-education."

As for post-secondary students, Charest called for the extension of tax credit benefits to help them finance their education. He proposed that as Prime Minister he would: double the education credit for eligible full-time students from \$80 to \$160 per month; extend the existing \$80 per month credit to eligible part-time students with up to 25 per cent of the credit available to full-time students for child care expenses; and finally, single parents who would be eligible for the full or part-time education credit would be able to apply their child care credit against all taxable income, not just earned income as is now the case.

The other candidates have tended to echo Charest's concerns about training, dropouts and the UIC. Boyer called for a Canadian Youth Service Corps. None, however, have been very clear about how they would reconcile the costs when

they are simultaneously launching a ferocious attack on federal spending.

When asked for their top three priorities by the *Ottawa Citizen*, only Charest and Boyer mentioned education and training. Charest said "effective and better education and retraining." Boyer said "empowering Canadian workers through better training..."

Surprisingly, given that all of the leadership candidates have stressed the need to improve Canada's competitiveness in international markets they have not discussed the question of the Federal Government's role in supporting research conducted by universities. However, Charest has indicated that he supports the continuation and, if possible, the expansion of the Networks of Centres of Excellence.

All five candidates opposed a publicly funded national day care program. Campbell was the only one to show any sympathy for the idea which she said was currently financially impractical. She did, however, talk about setting standards for the quality of care as well as the need for preserving parental choice.

When asked about the EH101 helicopters, the candidates divided. Campbell supported the decision. Charest, Turner and Edwards all talked about a defence review which might or might not affect the purchases. Boyer opposed the purchase, and this cost him his parliamentary secretaryship at Defence.

When asked whether they would implement a national education standard, Campbell and Boyer said no. Charest, Turner and Edwards said yes (see box).

There has been considerable discussion in the media about the depth and commitment of Campbell to feminist principles. This has involved examination of her views on abortion, rape shield laws, and gun control.

On abortion Campbell opposed the Christian fundamentalist approach of Premier Vander Zalm in British Columbia about whom she coined her most memorable quote: Charisma without substance is a dangerous thing. On the other hand, as federal Minister of Justice, she introduced and defended the Conservative abortion legislation which re-criminalized abortion and which was defeated in the Senate.

She was denounced both by Real Women and by NAC over her views on abortion. But most feminist groups applauded her work in regard to rape shield legislation. Most, however, thought she excessively diluted the gun control legislation to please the Tory backbenchers. She has stated:

"I believe that women experience the world differently from men, and where that different experience, that different reality, impacts on the issues that are the subject of government policy, I want to speak very strongly for that reality."

Her critics consider the results limited. Feminism without substance, said Judy Rebick, is a dangerous thing.

Campbell also had some vigorous criticism of universities: "Academia...is the last bastion of great sexism in this country. It is unbelievable, unbelievable."

Gay advocates considered that her changes to federal human rights legislation merely sanctified what the courts had commanded and were a backward step in regard to same sex marriages.

It is noticeable that the same inquisitiveness has not been applied by the media to the male candidates and their views on feminist and gay issues although Charest has stated that he favours the current status quo on abortion.

## The Tory field



Kim Campbell



Jean Charest



Jim Edwards



Patrick Boyer



Garth Turner

## Would you implement a national education standard?

**Campbell:** No, because the federal government has no expertise in education and it's best handled by local authorities.

**Charest:** Yes, but only if it is voluntary...

**Turner:** Yes. "It's time for standards."

**Boyer:** No, because education is within provincial constitutional jurisdiction.

**Edwards:** Yes, and if the provinces refuse, the standards should be forced on them "regardless of the constitutional niceties."

Ottawa Citizen, 16 April, 1993

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J. Mark Langdon

## PROVINCIAL ROUNDUP / SUR LA SCÈNE PROVINCIALE

### Saskatchewan universities report draws mixed reviews

*USFA Chair is concerned that the report contains an attack on collective bargaining*

Saskatchewan's University Program Review Panel, led by public servant Al Johnson, tabled its report in March and has drawn a mixed reaction from the University of Saskatchewan Faculty Association (USFA). While the report generally provided cautious comments about course integration and rationalization some of the other recommendations were of concern to USFA Chair Arne Paus-Jenssen.

The first major area of analysis involved program rationalization. After providing some quantitative projections about the potential effects of merging business, engineering and other programs at the Universities of Saskatchewan and Regina, the report determined that in many cases the dislocation for students and faculty would be too severe to implement such moves. It suggested the universities might consider increasing specializations in areas where one of the universities has a low enrolment in a particular faculty.

Two noteworthy recommendations were that the universities should stop offering non-credit certificate programs and should transfer them to the colleges and that they should only offer doctoral courses in areas "where there are nationally recognized faculty and the appropriate critical mass of scholars and students is available."

According to the report, the determination on whether doctoral work should occur should be made by "an ad hoc review team of experts from outside the province." Paus-Jenssen said he has "no strong views on the postgraduate specialization recommendation."

In terms of program access, the report suggested that in certain areas it would be more cost effective for the two universities to reach agreements with universities in other provinces than to continue to offer spaces.

The main recommendations were that spaces in occupational therapy continue to be provided through agreements with the universities of Manitoba and Alberta and that the College of Dentistry at the University of Saskatchewan be phased out in return for the government's purchase of spaces in dental schools in other Western provinces.

The report added that other professional schools at the two universities might consider similar arrangements, where appropriate. Looking at these comments, Paus-Jenssen said: "The notion is intriguing but the practicality might be quite different."

The third major area the report touched on was governance. Currently, there is a three-headed system in place in which each university has a senate, which includes members of the public, a council of faculty and administrators, and a board of governors. The report suggests this system be replaced with a bi-cameral system in which the senate would be eliminated. The council would be renamed the "Representative Council" and its membership broadened.

Paus-Jenssen feels that the current system is working well and that dropping the senate "could limit public participation." Concerns have already been expressed about the fact that the government appointed the deputy ministers of finance and education to the boards of

governors of both universities.

Paus-Jenssen was more alarmed at other comments in the governance section. The report, he noted, "was very unkind to the whole process of collective bargaining." It states "that neither the senate nor the board of governors delegate or abrogate the academic responsibilities and accountability assigned to them in the University Acts." Examination of collective bargaining was not within the mandate of the panel but that it appears very prominently in the report.

Paus-Jenssen concluded: "Collective agreements are seen as impediments to the way universities do things. The changes would require modification of the Universities Act. We regard those portions of the report as an attack on collective bargaining. This is surprising."

The final major set of recommendations were in the area of teaching and program quality. The report said that common entrance exams should be established, parallel systems of monitoring teaching established and that program and teaching quality figure prominently in appointment, promotion and remuneration of faculty members.

Paus-Jenssen said that teaching assessments are "already occurring. The report emphasizes the importance of teaching but it doesn't spell out how this monitoring would work."

He concluded that much of the report was driven by both pedagogical and financial considerations. It was, he said, advice which was intended to help the government "do more with less, Saskatchewan style."

Tom Deutscher of St. Thomas More College said the report seemed "a bit hard on the issues of smaller classes and graduate programs. It didn't contain too many surprises and generally gave out recommendations that were expected."

#### Alberta universities' grants frozen

Alberta's universities recently suffered a budget freeze. While a cursory analysis indicates the Ministry of Advanced Education and Career Development received a \$48 million increase, Alan Meech, of the Confederation of Alberta Faculty Associations, said that the increase was part of the consolidation of the two ministries and will not benefit universities. Capital grants were cut by \$13 million.

Some time ago, the government stated that universities could increase tuition up to 15 per cent per year with a maximum of 20 per cent of operating revenues coming from this source. Meech said most institutions "are going for the maximum."

The universities have been preparing for tough budgets for some time. At the

University of Alberta, plans for consolidation of programs were begun 18 months ago. At the University of Calgary, on Jan. 21, President Murray Fraser announced a five-year program to cut operating costs by 17 per cent. This would primarily occur through staff reductions.

Helen Holmes, President of the University of Calgary's Faculty Association, said that Fraser has stated that teaching units will suffer a 17 per cent cut over five years and non-teaching units 20 per cent. These cuts, which admittedly exceed expected revenue reductions, will be used to create a pool of funds for restructuring needs such as early retirement and retraining.

Holmes said "there is a good deal of concern among professors" about the administration's five-year plan. The association's one-year agreement expires on July 1. Fraser has indicated that he expects at least a one per cent decrease in faculty budgets this year with the remaining 16 per cent cut over the next four years. The board of governors' early budget has projected a two per cent cut, or \$480,000.

Holmes said there is very little the association can do about these cuts although there are currently ongoing negotiations on issues of redundancy, a financial exigency clause and the establishment of protocol in the case of program elimination.

She expressed dismay about a what she perceived as an inappropriate comment made by President Fraser. He recently said that while it is likely the environment for academics will deteriorate, he hoped that students will not suffer too much.

Jack Ady, Minister of Advanced Education, stated at an April 23 rally that he hopes to alter the student aid system by permitting more flexible repayment of loans.

#### New Brunswick gives 1.7 per cent hike

The government of New Brunswick recently provided a 1.7 per cent increase in tuition fees for the 1993/94 fiscal year. This is equivalent to about a two per cent increase in a university fiscal year. There was a funding freeze this year.

Universities have been encouraged to limit tuition increases to five per cent. The two per cent hike is the highest of any of the eight provinces that have announced capital funding for the 1993/94 year.

(J. Mark Langdon is a Ph.D. student in the Politics Department, Queen's University.)

### President of Mount Allison University Threatens Legal Action

In the April issue of the *CAUT Bulletin*, we reported on the non-confidence motions passed by the Mount Allison Faculty Association and the Mount Allison Faculty Council in regard to the President of the University, Dr. Ian Newbould.

We have since received from a Toronto law firm a demand for a retraction accompanied by the statement that "Dr. Ian Newbould and the Board of Regents of Mount Allison University reserve their rights to take such further action arising from the aforesaid publication as may be advised."

In particular, the letter states that:

1. The statement that "the membership of the Mount Allison Faculty Association (MAFA) has unanimously approved a motion of non-confidence in the University President Dr. Ian Newbould" is false in that there are over 100 members of the Mount Allison Faculty Association of whom not more than 50 were present at the meeting on Feb. 11, 1993 at which the motion of non-confidence was approved, and accordingly no more than 50 per cent of the membership of the Mount Allison Faculty Association approved the motion at the said meeting.

Editor's response: We stand corrected, and the article should have said that a meeting of the Mount Allison Faculty Association had unanimously approved a motion of non-confidence in the University President. We regret any inference that all the members of the Mount Allison Faculty Association had voted no confidence in the President.

2. The statement that "the Mount Allison Faculty Council overwhelmingly passed a motion of non-confidence" is false, in that there are approximately 163 members of the Mount Allison Faculty Council of whom 77 were present and voted at the meeting of Mar. 9, 1993, of whom 50 voted in favour and 16 opposed and there was one abstention.

Editor's response: We stand corrected, and the article should have said that a large majority of those present at a meeting of the Mount Allison Faculty Council voted a motion of non-confidence in the President. We regret any inference that all the members of the Faculty Council were present and voting.

3. The statement referring to "the President's decision to abolish the Office of Research Administration" is false, in that the research office was not closed. The office was placed under the responsibility of the Vice-President Academic and a part-time position in the office was eliminated, but the Office of Research Administration itself was not closed.

Editor's response: The President is technically correct. The article should have referred to the decision to abolish the Office of Research Administration in its present form including the elimination of the only two positions of that office.

4. The statement that "the President did not consult the acting Director of Research, (or) the University's research committee" is false in that the President did in fact consult Dr. Ireland, the acting Director of Research who chairs the Research Committee, on more than one occasion, and Dr. Ireland agreed with the decision to amalgamate the position of Director of the Office of Research Administration with the Vice-President Academic as being a sound one.

Editor's response: This depends upon the definition of "consult," and we should have made the history clearer so that the readers could have judged the nature of the consultation. Dr. Ireland acknowledges that the subject matter was discussed with him on a theoretical basis sometime earlier by the President but that the actual plan was not discussed with him and he did not approve it.

#### 1993 CAUT Status of Women Conference

### VISIONS OF THE INCLUSIVE UNIVERSITY

21-23 October 1993

Delta Winnipeg Hotel  
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The 1993 conference will focus on strategies to foster inclusion and diversity in Canadian universities. Conference participants will seek to identify impediments to the achievement of an inclusive university and strategies for overcoming these barriers.

### Conférence de 1993 du Comité du statut de la femme de l'ACPPU VISIONS DE L'UNIVERSITÉ INTÉGRÉE

du 21 au 23 octobre 1993

Hôtel Delta Winnipeg  
WINNIPEG, MANITOBA

La conférence de cette année portera sur les stratégies destinées à développer la diversité et l'intégration dans les universités au Canada. Les participants et participantes cerneront les obstacles à la réalisation de l'université intégrée ainsi que les méthodes pour venir à bout de ces difficultés.





Susan Gray

## NEWS FROM QUEBEC

### McGill role important to Quebec's economy

A study on the economic impact of McGill was made public several months ago and is proof that the university is a major contributor to the Quebec economy. The study shows that in 1990, there was a total of \$352 million entering Quebec from sources outside of the province because of McGill. In current dollars, the amount generated by McGill has risen 82 per cent since 1985.

Commissioned by Vice-Principal (Planning and Resources) François Tavenas, the report was conducted by Professor Jagdish Handa, together with graduate students Patrick Crowley and Anna Alfano. With the study, not only has McGill been able to demonstrate that its government financing is profitable for Quebec, it has also shown that the university continues to experience rapid growth.

Some important figures: Out-of-province students spent \$100 million in Quebec in 1990, research income from outside of the province totalled \$108.7 million and outside donations brought in \$2.4 million.

The situation of McGill and the other Montreal universities indicate that the city has the potential to "nurture and develop a brain-based economy," says McGill Dean of Arts John McCallum, himself an economist. Prof. McCallum notes that Montreal is the "brain centre of Canada, at least as far as (the funds generated by) universities are concerned."

Interviewed by the *Bulletin* at the beginning of May, Vice-Principal Tavenas said the study "was received very favourably... with a mixture of pleasure and surprise." Montreal's municipal authorities, in particular, were surprised that Montreal was Canada's "brain centre." "They thought that Toronto was number one in that area," he said.

During a recent visit to McGill, Mayor Doré said he plans to set up a coordinating committee to study the city's economic development. Representatives from the university and business communities, as well as from the city will sit on the committee.

#### Concordia: Independent committee of inquiry approved

Over the winter, the Board of Governors approved the time frame and the mandate of an independent committee of inquiry to look into "scientific and academic integrity" at Concordia, particularly as it relates to research in the field of engineering. The committee will be composed of three members, all external to the university. It will look into allegations of unethical research practices made by former Concordia professor Valery Fabrikant.

Before the shooting incident which occurred at Concordia last August, Prof. Fabrikant had complained to the Natural Sciences and Engineering Research Council of Canada about academic irregularities in Concordia's Faculty of Computer Science and Engineering. Last July, the Council asked Concordia to investigate, but its legal counsel recommended waiting, at least until the end of Fabrikant's preliminary hearing. There was concern about influencing the criminal proceedings.

The committee will make recommendations after deciding upon the validity of Fabrikant's allegations and determining whether Concordia's practices and rules are like those at other universities. Originally the committee was only to examine Fabrikant's allegations, but the shootings have had such a negative impact on Concordia that the focus has been widened.

Despite the fact that the decision to form the committee has been taken, Prof. Fabrikant's trial has meant the delay of any further action.

"We made the announcement to help us find who might be available and who would have the credibility to do such a job," explained Ken Whittingham, Concordia's head of public relations.

#### Discovery of Lou Gehrig gene

McGill researchers have discovered the gene that, when defective, is the cause of the hereditary form of Lou Gehrig's disease. Since 1987, doctor/researchers Denise Figlewicz, Guy Rouleau, Jun Goto and Aldis Krizus have been working with researchers at Boston's Massachusetts General Hospital in order to isolate the gene.

Lou Gehrig's disease, technically known as amyotrophic lateral sclerosis (ALS), is a neuromuscular illness. It is caused by the degeneration of large motor neurons in the brain and spinal cord. The progression of the disease from a generalized and progressive weakening and wasting of skeletal muscles, to paralysis and eventually death takes place over a two-to-five year period. Every year, six or seven Canadians per 100,000 are diagnosed with the disease.

The illness was named after the Yankees baseball player who died of ALS in 1941.

There is no cure for ALS. At present, researchers are merely attempting to slow its progress. Because the disease kills cells, it is unlikely that the process can be reversed.

Only five to 10 per cent of Lou Gehrig's sufferers have the hereditary form, but researchers think their findings will have an impact on all cases.

#### Mobilization against fee hike at McGill

McGill's four student associations have joined together to protest the 50 per cent tuition increase planned for Jan. 1, 1994. The students blame McGill's administration for not having consulted the student population before proposing the increase.

University administrators say that a \$5.5 million cut in government subsidies has placed them in a difficult position, forcing them to raise tuition.

(Susan Gray is a freelance journalist and translator who lives in Montreal.)

## NOUVELLES BRÈVES DU QUÉBEC

### L'Université McGill joue un rôle important dans l'économie québécoise

Susan Gray

Une étude sur l'impact économique de l'Université McGill, rendue publique il y a quelques mois, démontre que cette université contribue à générer des capitaux importants au Québec. L'étude révèle qu'en 1990, l'Université McGill a attiré au Québec 352 millions de dollars provenant de sources extérieures à la province, ce qui constitue une augmentation de 82 p. 100 en dollars constants par rapport à 1985.

Commandée par François Tavenas, vice-principal (Planification et ressources), l'étude a été réalisée par le professeur Jagdish Handa en collaboration avec deux étudiants diplômés, Patrick Crowley et Anna Alfano. Avec l'étude, McGill a réussi à prouver que l'aide financière que lui accorde le gouvernement s'avère productive pour l'économie du Québec et que l'Université continue de connaître une croissance rapide.

Quelques chiffres ressortent: les étudiants provenant de l'extérieur de la province ont dépensé 100 millions de dollars au Québec en 1990, les revenus de fonds de recherche s'élèvent à 108,7 millions et les dons de sources non québécoises totalisent 2,4 millions.

La situation de l'Université McGill et des autres universités montréalaises portent à croire que la ville de Montréal aurait le potentiel pour «développer davantage une économie basée sur le développement intellectuel», selon John McCallum, doyen de la faculté des Arts et économiste. M. McCallum note que Montréal est le «centre de cerveaux du Canada, au moins en ce qui concerne (les fonds générés par) ses universités».

Interrogé par le *Bulletin* au début de mai, M. Tavenas a révélé que l'étude a suscité des «réactions très favorables et de la surprise». Les autorités municipales montréalaises, en particulier, ont été surprises par le fait que Montréal soit en tête de liste comme centre de cerveaux. «Elles pensaient que Toronto avait cette position», a ajouté M. Tavenas.

Au cours d'une récente visite du maire Doré à l'Université McGill, M. Tavenas a appris que la Ville a l'intention de mettre sur pied un comité pour étudier le développement économique de Montréal. Ce comité serait composé de représentants des milieux universitaires et d'affaires, ainsi que de représentants de la Ville.

#### Concordia : une commission indépendante enquêtera

Le conseil d'administration de l'Université Concordia a annoncé le mandat et la durée de la commission indépendante qui sera chargée d'effectuer une enquête sur «l'intégrité scientifique et académique» de l'université, particulièrement dans le domaine de la recherche en génie. La commission d'enquête, qui aura six mois pour faire son enquête, sera composée de trois membres, provenant tous de l'extérieur de l'université. Elle aura pour mandat de vérifier les allégations de l'ex-professeur Valery Fabrikant qui a dit que des pratiques de recherche non conformes à l'éthique auraient eu cours à Concordia.

Avant la fusillade à Concordia en août dernier, M. Fabrikant avait déjà fait plusieurs plaintes au Conseil de recherches en sciences naturelles et en génie du Canada, à propos d'irrégularités au sein de la faculté de génie et d'informatique de Concordia. En juillet dernier, ce conseil avait demandé à l'université d'enquêter, mais un avis juridique donné à Concordia avait recommandé la suspension de l'enquête au moins jusqu'à la fin de l'audience préliminaire de M. Fabrikant. On était inquiet des conséquences sur les procédures judiciaires.

La commission d'enquête devra faire des recommandations après avoir déterminé si les affirmations de M. Fabrikant sont exactes et si les règles et les pratiques de l'Université Concordia sont semblables à celles des autres universités. L'enquête devait au départ se limiter à examiner les allégations de M. Fabrikant, mais l'histoire de la fusillade a soulevé tellement d'échos sur les pratiques de l'Université que la direction a décidé d'étendre le mandat d'investigation.

Toutefois, quelque mois après la prise de décision, le comité n'est toujours pas formé parce que le procès de l'ex-professeur est en cours. «Nous avons lancé l'avis public pour nous aider à tater le terrain, pour trouver les gens crédibles et disponibles», explique Ken Whittingham, directeur des relations publiques de l'Université.

#### Découverte du gène de la maladie de Lou Gehrig

Des chercheurs de l'Université McGill ont annoncé avoir découvert le gène qui, dans son état défectueux, est responsable de la forme héréditaire de la maladie de Lou Gehrig. Les médecins et chercheurs Denise Figlewicz, Guy Rouleau, Jun Goto et Aldis Krizus de McGill travaillent depuis 1987 en collaboration avec des chercheurs du Massachusetts General Hospital de Boston à isoler le gène.

Le maladie de Lou Gehrig, appelée par les scientifiques la sclérose latérale amyotrophique, est une affection caractérisée par la détérioration des neurones moteurs du cerveau et de la moelle épinière. Sur une période de deux à cinq ans, ce mal produit la faiblesse et l'atrophie généralisées et progressives des muscles squelettiques, la paralysie et finalement la mort. À chaque année, au Canada, on découvre en moyenne de six à sept nouveaux cas pour 100 000 personnes. La maladie porte le nom du célèbre joueur de baseball des Yankees qui est décédé en 1941 des suites de cette maladie.

Les chercheurs n'ont pas encore trouvé de guérison. À l'heure actuelle, les chercheurs ne visent qu'à ralentir la progression de la maladie, puisqu'il est peu probable que le processus de destruction des cellules puisse être arrêté complètement.

Seulement cinq à dix p. 100 des cas de maladie de Lou Gehrig sont dus à des causes héréditaires, mais les chercheurs espèrent que leurs recherches auront un impact sur tous les cas.

#### Mobilisation contre la hausse des frais de scolarité à McGill

Les quatre associations étudiantes de l'Université McGill s'opposent en bloc à la hausse de 50 p. 100 des frais de scolarité prévue le 1er janvier 1994. Les associations blâment la direction de l'université de ne pas avoir consulté la population étudiante avant de proposer la majoration des frais de scolarité.

La direction explique que des coupures de subventions gouvernementales de l'ordre de 5,5 millions de dollars pour l'année 1993-1994 placent l'Université McGill dans une situation économique inconfortable, ce qui l'oblige à appliquer cette mesure.

(Susan Gray est journaliste et traductrice pigiste et vit à Montréal.)



## CAUT BOOKSHELF / LE COIN DES LIVRES

## University Libraries and Scholarly Communication: A Study Prepared for the Andrew W. Mellon Foundation

by Anthony M. Cummings et al.  
Association of Research Libraries, 1992

The book is in two parts. In brief, Part 1 examines increases in costs of books and journals to 24 academic research libraries in the United States since 1963 (in some cases since 1912). It demonstrates that these libraries have, in the two decades succeeding the heady 1960s, been financially able to purchase only an ever-decreasing percentage of published material.

The main reason for this, the book clearly demonstrates, is the dramatic rise in the price of books and journals during the 1970s and 1980s, while monies available to academic libraries have actually declined. During the 1980s alone, for example, journals increased in price an average of 10.4 per cent annually while the overall price index for goods and services increased 3.9 per cent annually. During these same decades, the average percentage of the Educational and General Expenditures of the universities where these libraries were situated which was made available to the libraries declined from close to 3.8 per cent in 1971 to 3.08 per cent in 1990.

In Part 2, the authors survey recent developments in transmission of data and documents between computers and speculate that these developments may provide a solution to the problem identified in Part 1. In

particular, computer and communications networks may enable scholars in universities to transmit and even publish the results of their research in electronic form, thus avoiding the costly process of publication in paper form by the commercial journal publishers.

Perhaps, for example, papers and articles produced by scholars in the university environment can be retained in a computer file at the university and copies transmitted electronically to other scholars by the university itself when requested. There are many difficulties to be first overcome though. These include copyright problems in dissemination of information electronically, the perceived volatility of information in an electronic form, and the present absence of a tried and true peer reviewing mechanism for that information.

As a librarian in a university library, I was intrigued by the fact that University Libraries and Scholarly Communication was authored by non-librarians (staff of the Andrew W. Mellon Foundation) for non-librarians. (It's intent is to provide the Mellon Foundation with a basis for its future work, including grant making.)

As I read the book, I was therefore careful to note how the information presented compared with that available in the vast literature of library and information science. The statistical evidence in Part 1 (particularly that concerning the 24 research libraries) while certainly previously available from various sources, has

been assembled to give an accurate picture of costs to academic libraries of acquiring materials. While the figures pertain to the United States, exactly the same patterns they illustrate are to be found in Canada.

Part 2 provides an excellent overview of the present (though rapidly changing) state of transmission of knowledge via computer and communications networks. Emerging from time to time however, is a concern with the acceptability to scholars in the university of such transmission of knowledge. Such concern might not have been expressed had the authors been librarians, whose primary interest, perhaps unavoidably, is the effect upon the library of costs and of developing technologies.

The April 1993 issue of the *Bulletin* had an article entitled "Electronic Highway Explored as Academic Path" which discusses a conference on technology and post-secondary education held in Alberta in February of this year. This conference, in part, examined developments and possibilities inherent in transmission of information electronically via computers and enhanced vehicles of communication. Any reader of the *Bulletin* interested in learning more about these developments and possibilities would find much of value in this monograph.

(Review by Richard Ellis, Reference Librarian, D. S. Woods Education Library, University of Manitoba.)

## The Evolving Educational Mission of the Library

Edited by Betsy Baker and Mary Ellen Litzinger  
American Library Association, Chicago, 1992

The *Evolving Educational Mission of the Library* stems from a series of meetings since 1981. This collection of papers represents numerous views of "second generation" bibliographic instruction (BI) librarians. Their interests embrace several present and future concerns.

The authors deal with the transition of bibliographic to information instruction, the impact of technological change on reference and public service, library missions or goals and the new focus of the librarians' profession. The central theme stresses a strengthening of the library education mission which involves many important implications for institutions of higher learning and research.

Electronic innovations and the explosion of available or accessible data through computerized retrieval have changed the population of library users significantly. BI librarians now search for new interpretations of their former roles. They seek amended relationships which encompass revised versions of service. The impact of technology, the shift in instructional perspectives and a global orientation to data or information flow have influenced curriculum reforms as well as the educational missions of academic libraries.

Maureen Pastine and Linda Wilson advocate that

librarians become "initiators, designers and facilitators of curricular change." Linda Wilson urges structural changes in academic libraries to accommodate technological advances and altered student needs for information. James Shedlock explores the dynamics of management and instruction, while Bill Coons and Hannelore Rader assert that librarians must address educational issues on a university-wide scale to be effective.

Martha Hale emphasizes the shifting paradigm of traditional library, information science as a professional discipline. She proposes a dramatic switch from the narrow "biblio" or book-oriented focus to the broader, more challenging "information" approach. William Miller complements this contention. He argues that traditional instruction programs are insufficient "to carry the library profession into the electronic age." William Miller eloquently articulates modern challenges to the library's changing position vis-à-vis its academic community and public at large.

These essays trace the evolution of library instruction from its bibliographic roots through the new electronic, information age. They raise diverse questions and issues about the role of academic librarians; university, college libraries and service to their communities. This book treats divergent matters related to the educational missions of our universities

and colleges through an analytical examination of academic library instructor methods and techniques.

It is an interesting approach to an extremely important subject. The collection, though unevenly written by different authors, comprises a worthwhile study of this topic and poses compelling opportunities to faculty, administrators and librarians with respect to their new educational roles in society.

(Review by Bob Moore, Professional Officer and Secretary of the Librarians Committee, CAUT. This book can be ordered from the American Library Association, 50 East Huron St., Chicago, IL 60611-2795.)

## New Releases

**Making Sense: a student's guide to research, writing, and style**  
third edition

Margot Northey  
Oxford University Press Canada  
70 Wynford Dr., Don Mills, ON M3C 1J9  
tel: (416) 441-2941; fax: 444-0427  
152 pp; \$10.95; softcover

**Traveling with Hermes: Hermeneutics and Rhetoric**  
Bruce Krajewski  
University of Massachusetts Press  
P.O. Box 429, Amherst, MA 01004  
tel: (413) 545-2217; fax: 545-1226  
160 pp; \$22.50; cloth

**Midwives in Passage: The Modernisation of Maternity Care**  
Cecilia M. Benoit  
ISER Books  
Memorial University of Newfoundland  
St. John's, NF A1C 5S7  
tel: (709) 737-8157; fax: 737-2041  
bitnet: iser@kean.ucs.mun.ca  
163 pp; cloth

**Human Rights in States of Emergency in International Law**  
(Oxford Monographs in International Law)  
Jaime Orta  
Oxford University Press  
70 Wynford Dr., Don Mills, ON M3C 1J9  
tel: (416) 441-2941; fax: 444-0427  
288 pp; \$94.50; hardcover

## Casebook in College Library Administration

by Alice Gertzog  
Scarecrow Press, 1992

This slim casebook offers the college library administrator 20 unique and well-selected management problems of the type that could emerge at any small or medium sized academic library. The cases involve issues of censorship, hiring, firing, promotion, staff redundancy, management roles versus staff roles and so on, all presented in a concise problem per chapter format.

The problems describe very effectively the difficult and often painful decision-making processes that take place in library management, as well as much about the delicate political balance that academic libraries sometimes must occupy within university governance structures.

Rank and file librarians would recognize their own often problematic existences in this casebook; caught within the pervading winds of confusing and contradictory decision making (or lack of it in some instances) in the typically bureaucratic, top-down style of management that is the norm in North American academic libraries.

Most particularly, Alice Gertzog offers us (almost between the lines) some timely advice about the failure to communicate effectively that divorces library management from library staff. That failure, both deliberate and otherwise, certainly confuses and demoralizes librarians. But it also ultimately may cause significant embarrassment to the library

itself within the university.

This, in turn, may lead to a withdrawal of library support within the academic community. In short, as the author seems to point out, everyone pays. None of this may be exactly newsworthy to many librarians, but Alice Gertzog provides good lessons on how it happens.

The casebook is intended for use in teaching management courses in librarianship, but would be useful to any librarian interested in problems in management. It is, however, marred slightly by two factors.

Though excellent in raising issues and posing a variety of interesting questions at relevant points in the discussion, there is no guide provided with the book to offer "answers" to these problems. Such a guide would have been helpful to the novice in management.

Secondly, there is a small degree of necessity to translate American university positions, governance structures and state agencies into their Canadian counterparts, if they exist at all. I was forced to look up the exact meaning for the position of "university provost" for example.

Otherwise the book can be well recommended as a useful tool in an overall rather sparsely populated area of bibliography, academic library management.

(Review by Linda Winkler, Main Library, University of Regina.)



# CLASSIFIED ADVERTISEMENTS

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th St. N.W., Washington DC 20005; tel: 202-737-5900.

Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'ACPPU, suite 500, 1012 14th St. N.W., Washington, DC 20005; tel: (202) 737-5900.

## CAUT/ACPPU BULLETIN

Advertisements which state a deadline date for submission of applications that is before the 30th of the month of publication cannot be accepted.

This publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs of affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using gender specific language will not be accepted except when the language has been mandated by Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

Ne peuvent être acceptées les annonces qui mentionnent une date limite pour la réception des demandes avant le 30 du mois de publication.

L'Éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui résignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'adhésions politiques générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées à moins que la loi ou les droits de la personne ne le permette. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du Bulletin une déclaration énonçant ces raisons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of \$200,000 or more must submit themselves to implementing employment equity as a condition of their bid. This condition requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT Bulletin may be asked to provide information of a confidential nature.

Beaucoup d'universités canadiennes se sont jointes au programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'un montant de 200 000 \$ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. À cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le Bulletin de l'ACPPU de fournir des renseignements à caractère confidentiel.

### ACCOUNTANCY

**UNIVERSITY OF WATERLOO - School of Accountancy.** Applicants are being invited for a tenure track faculty position at the Assistant Professor rank from those with teaching and research interests in (1) financial accounting, (2) finance, (3) management accounting and information systems, (4) auditing and attestation, (5) taxation, PhD or equivalent. Salary commensurate with qualifications and experience. Appointment effective July 1, 1993. Send resumes to the Director, School of Accountancy, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of this position is subject to budgetary approval. It is the intention of the University of Waterloo to fill its vacancies with recent PhD graduates appointed as Assistant Professors wherever possible. This University of Waterloo encourages applications from qualified women and men, members of the visible minorities, native peoples, and persons with disabilities.

### ANATOMY

**UNIVERSITY OF BRITISH COLUMBIA - The Department of Anatomy in the Faculty of Medicine at the University of British Columbia** invites applications for a tenure track faculty position. Appointment will be at the Assistant Professor level. Candidates must have a Ph.D., M.D. or equivalent with at least two years postdoctoral experience. Applicants must have an independent research program and will be expected to qualify for research support from external grant agencies. Current research programs of the Department are focused in the areas of Cellular and Molecular Biology, Neurobiology, Myology, Muscle Biology, and Cancer Biology. We are particularly interested in individuals who employ molecular biology approaches in research areas complementary to those of the department. Applicants must be qualified to teach Anatomy to medical and dental students and to participate in graduate student research. Salary is dependent on qualifications and experience. The anticipated starting date is July 1, 1993. The deadline for applications is August 31, 1993 or until such time as a suitable candidate is identified. Applications, including a curriculum vitae, selected reprints, a statement of research interests, and the names of three academic referees, should be sent to Dr. J.T. Emeirhan, Chair, Search Committee, Department of Anatomy, 2177 West Mall, The University of British Columbia, Vancouver, BC, Canada V6T 2Z3. In accordance with Canadian Immigration legislation, this advertisement is directed to Canadian citizens and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

**UNIVERSITY OF MANITOBA** - Applications are invited for a tenure-track position in Anatomy at the rank of an assistant professor beginning January 1, 1994. This position is subject to final budgetary approval. The ability to teach gross anatomy and either histology or neuroanatomy to medical and other students is required. Candidates must have an M.D. or D.V.M. degree or equivalent and at least two years postdoctoral training. The successful candidate will be expected to establish an active externally funded research program. Research experience in cellular and molecular biology is desirable. Salary will be commensurate with qualifications and experience (1992-93 salary for an Assistant Professor is \$34,682). The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. This University offers a smoke-free environment, save for specially designated areas. This advertisement is directed to Canadian citizens and permanent residents. Applications (including curriculum vitae) and three letters of reference should be sent by September 1, 1993 to: The Chair, Search Committee, Department of Anatomy, University of Manitoba, Winnipeg, Manitoba, R3E 0W3.

### ANIMAL SCIENCE

**UNIVERSITY OF MANITOBA - The Department of Animal Science, Faculty of Agricultural and Food Sciences.** University of Manitoba invites applications for a tenure track position at the rank of Assistant Professor to teach and conduct research in swine behaviour/nutrition. Applicants must possess a Ph.D. with specialization in applied animal behaviour

and/or monogenic nutrition and a strong commitment to excellence in teaching and research. A demonstrated record of independent research and scholarly publications will be an asset. A good knowledge of the swine industry is essential. Duties will include undergraduate and graduate teaching and independent and collaborative research in applied swine behaviour, nutrition and management. Multidisciplinary research between Departments and with other Faculties in the University is encouraged. Communication and interaction with the swine industry in Manitoba will be expected. Salary will be commensurate with qualifications and experience. As of April, 1992 the salary range for Assistant Professors is \$34,682 - \$59,532 per annum (under review). The closing date for applications is July 31, 1993. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. This University offers a smoke-free work environment, save for specially designated areas. This advertisement is directed to Canadian citizens and permanent residents. Please send curriculum vitae and the names and addresses of three referees to: Dr. R.J. Parker, Chair, Search Committee, Department of Animal Science, Faculty of Agricultural and Food Sciences, University of Manitoba, Winnipeg, Manitoba R3T 2N2.

**UNIVERSITY OF ALBERTA - Women's Faculty Awards.** The Department of Plant Science and the University of Alberta invites applications from women of outstanding research and potential in research and teaching to nominate for an NSERC Women's Faculty Award. The award is open to women who are the applicant must be a Canadian citizen or landed immigrant. A PhD obtained within the last 5 years and a minimum 3 years experience are required. The Department is seeking qualified candidates in areas of cellular/molecular biology, nutrition/metabolism, and endocrinology/reproduction. Applicants should submit a curriculum vitae, a statement of research interests, a Personal data form and form 101 (Application for a Research Grant), the names and addresses of three referees and a letter of recommendation from R.J. Christopher, Acting Chair, Dept. Animal Science, University of Alberta, Edmonton, T6S 2P5 Canada by June 30, 1993. Preliminary inquiries are welcome; 1403492.3232. For (303)592-9191. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and persons with disabilities.

### ASIAN STUDIES

**THE UNIVERSITY OF BRITISH COLUMBIA - The Department of Asian Studies** at the University of British Columbia seeks to hire an instructor in Indonesian studies and to teach Indonesian for one year with a possible reappointment for a total of three years. The successful applicant will be expected to have completed a university degree or its equivalent. The appointee will be expected to complete the teaching of Indonesian language courses at first, second and third year levels, to improve the quality of instruction and to participate in additional innovative teaching materials, to further develop linkages between instructional programs at institutions of the Northwest Regional Consortium for Southeast Asian Studies, and to conduct instructional programs with language programs in Indonesia. Experience in teaching Indonesian at the second year level and in the area of material development is highly desirable. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. Applications, including a curriculum vitae, statement of teaching interests and the names and addresses of three referees should be sent to Professor Michael S. Deane, Head, Department of Asian Studies, The University of British Columbia, 271 West Mall, Vancouver, BC, Canada V6T 1Z2. Deadline for receipt of applications is July 30, 1993. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

### BIOTECHNOLOGY

**UNIVERSITY OF BRITISH COLUMBIA - A position as a Research Associate** is available in the Biotechnology Laboratory at the University of British Columbia. The research will involve a molecular genetic and biological characterization of the invasion mechanisms of *Salmonella*

typhimurium into epithelial cells. Applicants are required to hold a Ph.D. and have a minimum of 3 years of postdoctoral experience. Extensive expertise in the molecular analysis of pathogen-host cell interactions is required. Furthermore, extensive experience in tissue culture techniques and *Salmonella* molecular genetics are required. The appointment is grant supported and is for a period of one year, renewable. Closing date for applications is June 30, 1993. Salary will be based on University guidelines. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Indicated candidates should submit a letter of research interests, a resume and the names, addresses, and phone numbers of three referees to: Dr. B. Brett Finlay, Biotechnology Laboratory, The University of British Columbia, Room 237-5174 University Boulevard, Vancouver, BC, Canada V6T 1Z3.

### BOTANY/GENETICS

**THE UNIVERSITY OF ALBERTA - Departments of Botany and Genetics** invite applications for a tenure track position. The University of Alberta invites applications from qualified female researchers for a tenure track position in the area of Plant Molecular Biology and Plant Genetics. Applicants must have a Ph.D. and postdoctoral experience. The Departments of Botany and Genetics are seeking a strong supporting group of plant and molecular biologists and have excellent equipment, ample laboratory and housing facilities and a 50-acre field station with laboratory facilities. A tenure-track position would become available to the successful candidate. Initial appointment would be at the Assistant Professor level (current salary range \$40,000 - \$57,000, subject to negotiated adjustments). The applicant must have demonstrated research productivity, and will be expected to develop a program that will attract external funding and provide a strong support for the training of a skilled personnel. She would be expected to participate in teaching undergraduate and graduate courses appropriate to her area of expertise. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Interested applicants should apply by sending a curriculum vitae, a statement of research interests and the names of three referees by June 30, 1993 to the Chair of the Department of Genetics, University of Alberta, Edmonton, Alberta, T6E 2E3, Canada. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

### BUSINESS ADMINISTRATION

**UNIVERSITY OF NEW BRUNSWICK - The Faculty of Administration** invites applications for a one-year term position in Industrial Relations. The candidate should also have the ability to teach research and management topics. PhD qualified applicants are preferred, but a term position at the rank of Lecturer may be available for an applicant holding an MBA degree. Persons with tenure points elsewhere may apply for varying appointments. The position will be effective July 1, 1993. Successful candidates will teach in MBA and MBA programs and carry out research in their disciplines. Salary is competitive at all ranks. (The position is subject to budgetary provisions). Submit curriculum vitae and names and addresses of three referees to: Dr. Ronald S. Storey, Dean, Faculty of Administration, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, Canada, E3B 3A3. Applications from female candidates are particularly welcome. The University of New Brunswick is committed to the principle of employment equity.

### BUSINESS ADMINISTRATION & COMMERCE

**UNIVERSITY OF MANITOBA - Faculty of Management.** Applicants are invited in the areas of (i) accounting and (ii) finance. Rank is open based on qualifications and experience. Visiting appointment is also possible. PhD or MBA, completed or in progress, is required. Duties include research and teaching at the undergraduate and graduate levels. Salary is competitive and will depend on

qualifications, experience and research record. Appointment date is open July 1, 1993. Application deadline date is open when position is filled. Positions are subject to final budgetary approval. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University provides a smoke free work environment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents. Applications should be sent to: Dr. Lawrence I. Gould, Head, Department of Accounting and Finance, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

**MEMORIAL UNIVERSITY OF NEW BRUNSWICK - The Faculty of Business Administration** is seeking tenure track applications in the areas of Finance, Marketing, Industrial Relations and Accounting. Occasionally, contractual and visiting positions are available. Exceptional candidates may be hired in other functional areas. Appointments are possible at all ranks. Employment dates are flexible, and salaries are competitive and depend upon qualifications and experience. The University of New Brunswick holds a doctoral degree in business or be a professor. The Faculty has institutes in the areas of small business and management development. In accordance with the Natural Resources Canada's advertisement, in the first instance, is directed to Canadian citizens and permanent residents. The University is committed to employment equity. Please send 2 copies of your CV to: Rick Rockwell, Director of Human Resources Administration, Memorial University of Newfoundland, St. John's, Newfoundland A1B 3X3; telephone: (709) 737-8551; Fax: (709) 737-7660.

### CARDIOLOGUE

**UNIVERSITÉ DE SHERBROOKE - Le Service de cardiologie** du Département de médecine de l'Université de Sherbrooke annonce l'ouverture d'un poste de professeur(e) plein temps en cardiologie avec expérience en électrophysiologie diagnostique et thérapeutique. Des études en fonction: 1er juillet 1993. La personne choisie devra assumer un enseignement au niveau postdoctoral et postdoctorat et participer aux activités de recherche. Les candidats doivent posséder une spécialité en cardiologie adulte du Québec ou son équivalent, l'obtention d'une expérience adéquate en cardiologie; expérience et intérêt en recherche; soumissionner et publications à l'appui. Soumissionner aux coordonnées ci-dessous. Les dossiers doivent être déposés avant le 1er juillet 1993. La personne choisie devra assumer un enseignement au niveau postdoctoral et postdoctorat et participer aux activités de recherche. L'Université a une politique d'équité en emploi. L'Université a une politique d'équité en emploi. La date limite de clôture: 31 septembre 1993. Faire parvenir sa candidature accompagnée d'un curriculum vitae et (ou) 13 lettres de recommandation au: Directeur, Service de cardiologie, Centre Hospitalier Universitaire de Sherbrooke, 3001, 12e Avenue Nord, Sherbrooke (Québec) J1H 5N4.

### CHEMISTRY

**UNIVERSITY OF WATERLOO - Department of Chemistry.** Applications are being accepted for the position of research and teaching assistant in organic chemistry. The position is in the operation of magnetic sector mass spectrometers. In addition familiarity with the areas of molecular collision induced dissociation techniques and mass spectrometry is desirable. The position involves conducting experiments using high pressure mass spectrometry and Fourier Transform Infrared Spectroscopy. Supervision of experiments carried out by undergraduate students is also anticipated. The position is available from September 1, 1993 and is to a period of one year at a salary of \$15,000. Closing date for receipt of applications is June 30, 1993. Applications should be addressed to: Professor T.B. McMahon, Department of Chemistry, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, aboriginal people and persons with disabilities. This appointment is subject to the availability of funds.

**UNIVERSITY OF WATERLOO - Faculty Position in Biochemistry.** The Department of Chemistry at the University of Waterloo invites applications for a tenure-track faculty position in the area of Bio-

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Province

Code

CAUT Insurance Trust, P.O. Box 3528, Station C, Ottawa, Canada K1Y 4G1

Administrateur de l'Assurance de l'ACPPU, C.P. 3528, succursale C, Ottawa, Canada K1Y 4G1.





## THE UNIVERSITY OF AUCKLAND - NEW ZEALAND

### ASSOCIATE-PROFESSORSHIPS, SENIOR LECTURESHIPS & LECTURESHIPS IN MARKETING

Department of Marketing &  
International Business  
School of Commerce & Economics  
Vacancies UAC.281 & 282

The Department of Marketing and International Business offers courses in marketing, international business and strategic management to students studying for the degrees of BCom, MCom, MPhil, MBA, PhD, and the Diploma in Business. The Department has a strong research background and is growing rapidly due to the expansion of the Graduate School of Business and the establishment of the University's new Tamaki Campus. We are seeking to appoint staff in the following areas.

#### MARKETING

Vacancy UAC.281

Applications are invited in all areas of marketing. Priority areas are marketing management, marketing strategy, marketing research and research methodology, advertising and communication, and buyer behaviour.

#### INTERNATIONAL BUSINESS & STRATEGIC MANAGEMENT

Vacancy UAC.282

Applications are invited in all areas of international business and strategic marketing.

Applicants for an associate-professorship will normally have doctoral qualifications, strong research background and teaching experience.

Applicants for a Senior Lectureship or Lectureship will normally have either a doctoral qualification and relevant research experience, or other tertiary qualifications and a record of research or practical experience.

Commencing salary will be established within the range: Lecturer NZ\$37,440 - NZ\$49,088, Senior Lecturer NZ\$52,000 - NZ\$60,994, Associate-Professor NZ\$69,680 - NZ\$75,920.

Closing date: 26 July 1993.

### LECTURESHIP IN ITALIAN

Department of Romance Languages  
Vacancy UAC.279

Candidates are expected to have advanced academic qualifications and a record of research primarily in the areas of language teaching and/or linguistics. The prime responsibilities of the lecturer appointed will be in the area of Italian language teaching and will involve the coordination of language courses, the development of teaching materials and teaching at all levels. Applicants should have native or near native knowledge of Italian.

Commencing salary will be established within the range NZ\$37,440 - NZ\$49,088 per annum.

Closing date: 30 July 1993.

### LECTURESHIP/ SENIOR LECTURESHIP IN CLINICAL PSYCHOLOGY

Department of Psychology  
Vacancy UAC.277

The Professional Psychology Unit is seeking applicants with experience in research and clinical psychology practice. Applicants with experience in intervention/therapy of adult psychological disorders may be given preference. Current staff members associated with the clinical psychology programme have interests in clinical neuropsychology, rehabilitation, learning disabilities, psychotherapy, family therapy, feminist therapy and postmodern psychology.

Applicants must have a postgraduate degree in clinical psychology plus clinical experience and must have proven research ability. A sensitivity to gender issues and the ability to work cross-culturally are important.

There are excellent opportunities for collaborative work with psychologists and other health professions within the wider community.

Commencing salary will be established within the range NZ\$37,440 - NZ\$49,088 per annum for Lecturers or NZ\$52,000 - NZ\$60,994 per annum for Senior Lecturers.

Closing date: 31 July 1993.

### CHAIR IN FRENCH

Department of Romance Languages  
Vacancy UAC.274

The Department of Romance Languages at the University of Auckland is composed of three sections; French, Italian and Spanish, each of which has its own Sectional Head who is responsible to the Head of Department.

The Department teaches French, Italian and Spanish from first-year to Masters and PhD level. The present teaching staff in French is one Professor, one Associate-Professor, four Senior Lecturers, two Lecturers, one Half-Time Tutor and two Lectrices, whose teaching and research fields include areas of both literature and linguistics.

The University seeks applications from candidates of high academic standing who have the qualifications, experience and ability to provide strong leadership in one or more aspects of French Language and Literature. The successful applicant will have a native or near-native command of both French and English, an outstanding publication record and be capable of providing dynamic leadership in promoting research and administering the Department. He or she will be expected to assume teaching responsibilities in areas of expertise and contribute to the language acquisition programme. The appointment may carry with it Headship of the Department of Romance Languages.

Commencing salary will be established within the range NZ\$80,080 - NZ\$99,840 per annum.

Closing date: 6 September 1993.

### TWO LECTURESHIPS IN SOCIOLOGY

Department of Sociology  
Vacancy UAC.285

Candidates should possess advanced qualifications in Sociology (PhD or equivalent), a significant research record, and some teaching experience. Applications are sought particularly from candidates with expertise in one or more of the following areas: Sociology of Gender, Methodology, Sociology of Public Policy; Sociology of the Family.

In addition applicants are invited to indicate other areas, in both teaching and research, in which they are currently engaged or intend to develop. The Department is particularly interested in the following areas: Ethnicity and Ethnic Relations; Sociology of Communities and Everyday Life; Social Theory.

Those appointed will be expected to demonstrate or develop a research commitment to societies in the Australasian, Asian or Pacific regions.

The successful candidates will be required to teach in the broad Sociology programme, including general introductory and core papers, as well as teaching undergraduate and/or graduate papers in their specialist areas. Candidates are invited to include indications of recent teaching experience and evaluations with their application.

Commencing salary will be established within the range NZ\$37,440 - NZ\$49,088 per annum.

Closing date: 26 July 1993.

### LECTURESHIP/ SENIOR LECTURESHIP IN CIVIL ENGINEERING (TRANSPORTATION)

Department of Civil Engineering  
School of Engineering  
Vacancy UAC.276

This appointment is being made in conjunction with Transit New Zealand and the post will be named to reflect this association.

Applicants must hold an Engineering first degree (BE or equivalent) together with an advanced qualification or research degree and/or professional experience within an appropriate field of transportation engineering.

He or she will be required to teach Departmental and School wide courses in transportation engineering, both at undergraduate and graduate levels and initiate research programmes.

Chief responsibilities will be to teach pavement design with particular emphasis on pavement structure surface treatments and their maintenance. Other aspects will include highway geometrics, drainage construction and safety.

Commencing salary will be established within the range NZ\$37,440 - NZ\$49,088 per annum for Lecturers or NZ\$52,000 - NZ\$60,994 per annum for Senior Lecturers.

Closing date: 12 July 1993.

### CHAIR IN LAW

School of Law  
Vacancy UAC.283

Consequent upon the retirement in early 1994 of Professor F M Brookfield, the University is seeking to appoint to a Chair in Law. The Law School has five established chairs of which this is one. Another, a Chair in Commercial Law, was advertised recently. The other chairs are held by Professor Brian Cooté (Common Law), Professor Jim Evans (Jurisprudence) and Professor Michael Taggart (Public Law). Although Professor Brookfield has taught and written in the areas of Constitutional Law, the Treaty of Waitangi and Land Law, the Chair is open to candidates in all subject areas.

Applicants must be persons of high scholarly standing in any area of Law. They must be able to demonstrate leadership in their particular field or fields of specialisation.

Commencing salary will be established within the range NZ\$80,080 - NZ\$99,840 per annum.

Closing date: 9 August 1993.

### SENIOR LECTURESHIPS/ ASSOCIATE-PROFESSORSHIPS

(Two Positions) Department of  
Electrical & Electronic Engineering  
School of Engineering  
Vacancy UAC.278

Our Department of Electrical & Electronic Engineering with approximately 240 equivalent full-time students is one of the largest of six departments in the Faculty of Engineering which is housed in a single complex of buildings on the city campus of the University. The Department teaches at both undergraduate and graduate levels, and has research interests in power systems, power electronics, signal processing, radio communications, control and computer engineering. Excellent laboratory facilities exist to support these activities.

Applicants should have advanced qualifications, and a strong research record, and must be able to demonstrate leadership capacity in an academic or professional environment. Two positions are available, one in power systems, the other in computer systems engineering. Well qualified applicants with interests in either of these areas but whose principal interests are in related fields (eg control, instrumentation) are also encouraged to apply.

Commencing salary will be established within the range NZ\$52,000 - NZ\$60,994 per annum for Senior Lecturers or NZ\$69,680 - NZ\$75,920 per annum for Associate-Professors.

Closing date: 12 July 1993.

### LECTURESHIP/ SENIOR LECTURESHIP

Department of Mining Engineering  
School of Engineering  
Vacancy UAC.275

Applicants should hold a first degree in Mining Engineering and should have had experience in mining operations either underground or open-pit. Experience in one of the areas of mineral economics, computer applications in mine planning/design, mine rehabilitation.

The successful applicant will be required to develop research in their particular field of interest. A higher degree would be an advantage. The appointment will be made at Lecturer/Senior Lecturer level depending on experience and qualifications.

Commencing salary will be established within the range NZ\$37,440 - NZ\$49,088 per annum for Lecturers, or NZ\$52,000 - NZ\$60,994 per annum for Senior Lecturers.

Closing date: 19 July 1993.

### Conditions & Procedures for all Vacancies

Further information, Conditions of Appointment and Method of Application, should be obtained from the Academic Appointments Office, University of Auckland, Private Bag 92019, Auckland, New Zealand, phone (64) 9 373-7999 extn 5790, 5784 or 5789, fax (64) 9 373-7454. Three copies of applications should be forwarded to reach the Registrar by the closing date specified.

Please quote the relevant Vacancy Number in all correspondence.

W B NICOLL, REGISTRAR

An Equal Employment Opportunity Employer







Waterloo, Ontario, N2L 3G1, Canada. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

The University encourages applications from qualified women and men, members of visible minorities, native people, and persons with disabilities. This advertisement is subject to the availability of funds.

**UNIVERSITY OF WATERLOO - The Department of Electrical and Computer Engineering** is seeking candidates for appointment to tenure track faculty positions. Applications are invited from individuals with a Ph.D. in electrical engineering, or related fields, and who have demonstrated research and teaching experience. The department also invites applications for full-time appointments in the area of computer engineering, with preference given to persons specializing in computer networks and communications, and microelectronics. The level of the appointments and salary will be commensurate with the qualifications of the candidate. The candidate must have a doctoral degree and a strong research and teaching record. It is the intention of the University of Waterloo to fill its vacancies with people of high calibre, who are capable of contributing to the advancement of the University of Waterloo wherever possible. Candidates should send their resume to: Dr. R.H. MacPhie, Chair, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native people, and persons with disabilities. This advertisement is subject to the availability of funds.



## SSHRC POSTDOCTORAL FELLOWS 1994-1995

The Humanities Research Group invites applications from SSHRC Post-doctoral Fellows to hold their Fellowships with the HRG at the University of Windsor. Scholars with research projects in traditional humanities disciplines or in theoretical, historical or philosophical aspects of the sciences, social sciences, arts and professional studies are invited to apply. Individuals engaged in interdisciplinary or non-traditional research are particularly encouraged to apply.

Post-doctoral Fellows will be provided with office space, university affiliation and library privileges. The Humanities Research Group is an interdisciplinary centre which fosters humanities research at the University of Windsor. Through its programmes, speakers and colloquia it provides a unique multidisciplinary research environment. Post-doctoral scholars holding SSHRC Fellowships at the Humanities Research Group will become members of an innovative research community devoted to the principles of interdisciplinary cooperative research.

Applicants should contact the Director about holding their fellowship at the Humanities Research Group. Applicants must apply for the SSHRC Post-doctoral Fellowship through the usual channels and must meet all the Council's criteria.

Applications should be forwarded to:

Dr. Jacqueline Murray, Director,  
Humanities Research Group,  
University of Windsor,  
401 Sunset Avenue,  
Windsor, Ontario N9B 3P4  
Telephone (519) 253-4232 x3508; fax (519) 371-3620

The University of Windsor is committed to equity in education and welcomes applications from Aboriginal Peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged.

Deadline: Humanities Research Group - September 1, 1993  
SSHRC - October 1, 1993

## DIRECTOR CENTRE FOR SURVEYING SCIENCE UNIVERSITY OF TORONTO

The University of Toronto, Erindale College, invites applications for the position of Director, Centre for Surveying Science, at the rank of Associate or Full Professor, with tenure effective 1 July 1994, subject to budget. The successful candidate must have a solid background in surveying, administrative ability, at least five years of teaching experience, and an established research record and international reputation in geodesy, photogrammetry, mapping and/or land information management. A Ph.D. or equivalent is required.

The Centre for Surveying Science is located on the Erindale Campus of the University of Toronto, in the City of Mississauga, about 30 km from the centre of Toronto. The Centre administers specialist and major programmes in surveying leading to the B.Sc. degree. Graduate studies leading to the M.Sc. and Ph.D. degrees are also offered.

The Director of the Centre has full responsibility for the development of courses and programmes in Surveying Science and the overall administration of the Centre's operations. The Director reports directly to the Associate Dean (Sciences) of the College.

As a tenured member of the faculty, the Director is expected to engage in regular faculty duties, including teaching at the undergraduate and graduate levels, development of programmes of externally funded research and supervision of graduate studies.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities.

Applications, including detailed curriculum vitae, a complete list of publications and the names of at least five references, should be submitted no later than September 15, 1993 to:

Professor J.R. Percy  
Associate Dean (Sciences)  
Erindale College  
University of Toronto  
Mississauga, Ontario  
L5L 1C6

## THE UNIVERSITY OF VICTORIA invites applications and nominations for the position of DEAN OF LAW

The Faculty of Law offers a three-year program of full-time study leading to the degree of Bachelor of Laws (LL.B.) and a combined LL.B. - Master of Public Administration program. The Faculty has 24 full-time faculty and associated support staff, plus seasonal appointments, and an enrolment of approximately 300 undergraduate students. The curriculum blends together the doctrine, processes, skills, and intellectual and social context of the law. The Faculty has Canada's only Law Co-op program and a Clinical Program and is associated with the UVic Institute for Dispute Resolution and the Centre for Asia-Pacific Initiatives.

The successful candidate will be an individual who will provide vigorous academic leadership, will possess appropriate administrative ability, will promote teaching and scholarship, and will effectively represent the Faculty within the University and to the profession, the alumni, and the community.

In accordance with Canadian Immigration Requirements, priority will be given to Canadian citizens and permanent residents. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons.

The appointment will commence as soon as possible and no later than 1 July 1994. Review of nominations and applications will begin on 15 June 1993 and continue until the position is filled.

Applications (with the names and complete addresses of three referees) and nominations should be sent to:

Dr. Samuel E. Scully  
Vice-President Academic and Provost,  
Chair, Search Committee for Dean of Law  
University of Victoria, P.O. Box 1700,  
Victoria, BC, V8W 2Y2  
Telephone: (604) 721-7010; Fax: (604) 721-8654



June 30, 1993. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equal opportunity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

## FILM/MASS COMMUNICATIONS

**YORK UNIVERSITY - Film & Video/Mass Communications.** Subject to budgetary approval, the Department of Film & Video, Faculty of Fine Arts, York University, intends to make a tenure track position, effective September 1, 1993, in the field of film and video, with a 40% cross-appointment to the Political Science Department in the Faculty of Arts, where the appointee will teach a course for the interdisciplinary program in Mass Communications. Candidates must have a Ph.D. preferably in a social science discipline or interdisciplinary programme with a specialization in film theory and history, familiarly with Canadian mass media and political teaching experience at the University level, and a strong record of publication in film and/or cultural studies. Preference will be given to candidates with demonstrable competence in cultural and social theory, and in film theory and social history. Candidates should forward a letter of application, along with a curriculum vitae and the names and addresses of three referees to: Professor Jim Fisher, Chair, Department of Film & Video, Rm. 220, Centre for Film & Theatre, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. Deadline for applications is July 15, 1993. York University is an equal opportunity institution. The University is committed to the principle of equal opportunity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

## FOOD SCIENCE

**UNIVERSITY OF MANITOBA - The Faculty of Agricultural and Food Sciences, the University of Manitoba, invites applications and nominations for a tenure track position in the Department of Food Science.** The Department is currently seeking a Head of the Department of Food Science, 12 support staff, 30 full-time and 40 part-time graduate students and 50 undergraduate students. The Department has a small pilot plant and a small commercial dairy. The Head is expected to provide strong leadership in the Department and participate in the teaching, research programs and public service activities of the Department and to foster cooperation in both program planning and research with the Department of Food and Nutrition in the Faculty of Human Ecology, as well as with Food Engineering specialists in the Department of Agricultural Engineering and other provincial and federal food related organizations in Manitoba and nationally. The teaching program includes diploma, undergraduate (B.Sc. [F & S]) and graduate (M.Sc. and Ph.D.) components. The Ph.D. program is interdisciplinary in cooperation with the Department of Food and Nutrition. The Department also offers a variety of short courses as required. Applicants must have a Ph.D. degree in Food Science or a related discipline. Evidence of excellence in teaching and research is essential. Successful administration and research are highly desirable. An ability to develop and maintain a stimulating academic environment in the Department is essential. Suitable knowledge and interest in the Canadian agri-food industry and

willingness to interact effectively with food industry clients are required. Applicants should be encouraged from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women. The University offers a smoke-free environment, save for specially designated areas. Effective date of appointment is January 1, 1994 or earlier as agreed upon in writing. Appointment will be either at the Associate Professor or Professor rank and at a salary dependent on qualifications and experience. Applicants should submit a description of their qualifications as they relate to the position, a curriculum vitae and names of three referees before July 30, 1993 to: Dr. J.L. Eliot, Dean, Faculty of Agricultural and Food Sciences, University of Manitoba, Winnipeg, Manitoba R3T 2N2; Telephone: (204) 474-9380; Facsimile: (204) 275-5128.

## GENETICS

**UNIVERSITY OF BRITISH COLUMBIA - Director of Clinical Genetics.** The Department of Medical Genetics at the University of British Columbia invites applications for the position of Director of Clinical Genetics. Reporting to the Department Head, the Clinical Director is responsible for administrative and clinical aspects of the department, which is one of the largest and most comprehensive clinical genetics programs in the world, located at the University of British Columbia Hospital. There are nine full-time clinical geneticists in the clinical genetics program. The Clinical Director will be responsible for the internal medical, biochemical and molecular sub-specialties. The position carries a high academic rank and a grant of tenure track appointment. The Department seeks a visionary leader with excellent administrative and clinical skills. The successful candidate will be expected to engage in independent research in an intensive environment and should be an enthusiastic teacher. Candidates for the position must be eligible for appointment to the province of British Columbia as well as specialist certification in Medical Genetics with either the Canadian College of Medical Geneticists or the Royal College of Physicians and Surgeons of Canada. The expected date of appointment is October 1, 1993, or as negotiated. The deadline for applications is August 1, 1993, or until such time as a suitable candidate is identified. Salary will be commensurate with qualifications and experience. Applications, including a curriculum vitae, selected reprints, a list of references, and a statement of interest, should be sent to: Dr. J.M. Friedman, Head, Department of Medical Genetics, The University of British Columbia, Rm. 226-614 University Blvd., Vancouver, B.C. V6T 1Z3. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities.

## GEOGRAPHY

**SAINT MARY'S UNIVERSITY.** Department of Geography has an opening for a nine month sessional position in Physical Geography. The position is at the Lecturer level. The Professor level is available from September 1, 1993 to May 31, 1994. The successful candidate will be responsible for teaching Introductory Physical Geography (two sections), Environmental Management (two sections), Geomorphology, Coastal Geomorphology (or Coastal Zone Management). All courses are taught in English. Candidates should have a Ph.D. or M.A. in Physical Geography.

previously with teaching experience. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. This advertisement is subject to the availability of funds.

## GEOLOGY

**UNIVERSITY OF ALBERTA - Applications** are invited for a tenure-track faculty position in Geochronology, with research interests including radiogenic isotope geochronology and petrology. The Department of Geology is a well-equipped, research-oriented department in the Faculty of Science. The successful candidate will be responsible for carrying on an independent research program, supervising graduate students and teaching undergraduate introductory geology and other areas of geology. The candidate should have a Ph.D. and a strong background in geochronology and petrology. The position is in the Geochronology and Petrology Program (reviewed) and is available July 1, 1994. Applicants must hold a Ph.D. or equivalent degree in geology or a related field (Canadian Immigration requirements). This advertisement is directed to Canadian citizens and permanent residents. The University of Alberta encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. This advertisement is subject to the availability of funds.

## HISTORY

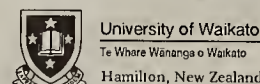
**UNIVERSITY OF ALBERTA - The Department of History, University of Alberta, invites applications for a tenure-track position in the history of cultural and social change in the Pacific Rim in the 19th and 20th centuries. Candidates must be qualified to teach and conduct research in the field. The successful candidate will be expected to teach an introductory survey of world history. Excellence in teaching and research is required. The successful candidate will receive a contract of appointment. The appointment will commence on July 1, 1994, conditional on the successful candidate's acceptance of the offer of appointment. The appointment will be for a full-time position. The University of Alberta encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. This advertisement is subject to the availability of funds.**

## JAPANESE

**THE UNIVERSITY OF ALBERTA, Department of East Asian Studies, announces one lecture position in Japanese. Part-time Sessional Lecturer. The candidate should have native or near-native fluency in Japanese and formal training for teaching Japanese as a second language. Duties will include instructing in Japanese language courses at all levels of Japanese. The appointment will be from September 1, 1993 through April 30, 1994. The salary will be in the range from \$11,500 to \$14,000. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. This advertisement is subject to the availability of funds.**

## GERMAN

1. Assistant Professor of German, tenure-track, subject to budgetary approval. 2. Ph.D., native or near-native ability in German, teaching experience, preference given to a candidate with a record of research and publications; competence in twentieth-century literature; commitment to German Studies; interest in literary theory and women's studies; McGill is committed to equity in employment. 3. Undergraduate language and literature courses, graduate seminars, culture courses including German Studies courses; thesis supervision. 4. Assistant Professor base salary (\$40,275). 5. Curriculum vitae, names and addresses of three referees, to be sent to Peter M. Daly, Chair, Department of German, McGill University, 1001 Sherbrooke Street West, Montreal, Quebec H3A 1G5. 6. September 1, 1994. 7. September 15, 1993 or thereafter when position filled. 8. In accordance with Canadian Immigration requirements, this advertisement is directed only to Canadian citizens or permanent residents in the first instance.



## VISITING POSITIONS in the DEPARTMENT OF MARKETING AND INTERNATIONAL MANAGEMENT

The Department of Marketing and International Management has a number of short term visiting positions in the areas of Marketing and International Management commencing July 1994 and beyond. The University operates a two semester year; the first semester runs from March to June and the second from July to November. Appointees will be expected to undertake research and contribute to both undergraduate and graduate teaching. The rapid liberalization of the New Zealand economy in recent years has created an exciting and unique environment for research in the areas of marketing and international management.

The department is responsible for teaching a range of courses including marketing strategy, market research, promotional strategy, international marketing, consumer behaviour, service marketing, international management and international business strategy at both undergraduate and graduate levels.

The Department of Marketing and International Management together with the Department of Economics, Accounting & Finance, Management Communication, Management Systems, and Strategic Management & Leadership make up the School of Management Studies. The School offers a highly regarded 1-year Bachelor of Management Studies, a Masters programme, full-time Executive MBAs, together with the research degrees of MPhil and DPhil.

The University of Waikato is the fastest growing of the seven universities in New Zealand and currently has over 10,000 students. The campus and surrounding area are very attractive. Located on a pleasant rural district on the eastern edge of Hamilton, a modern city of 100,000 people. Hamilton is only 1 1/2 hours from Auckland International Airport, the golden sands of the Pacific Ocean, and 3 hours from international ski fields. The climate is favourable and without extremes.

Enquiries can be made to Associate Professor David B. Taylor, (041) 678 4748 or Fax (041) 678 4352, e-mail address: D.Taylor@waikato.ac.nz. Applications including resume and names of three referees should be sent directly to Personnel, Academic Staffing, University of Waikato, Private Bag 3105, Hamilton, New Zealand (Tel (041) 678 4352, Fax (041) 678 0135). Applications should quote reference number A93/16.

Equal Opportunity is University policy.



## JAZZ STUDIES

**THE CONCORDIA UNIVERSITY - Montreal, Faculty of Fine Arts, Department of Music** invites applications for the position of Jazz Studies (Jazz Performance, Jazz Theory) at the level of Assistant Professor. Starting date August 01, 1993. The successful applicant will be a jazz instrumentalist, have proven success as a music educator and have a national performance profile as a pianist, guitarist, saxophonist, or drummer/composer. All applicants will present a strong teaching dossier; representative recordings and/or recent publications; keyboard facility; graduate degree is expected, a doctorate is preferred. A professional performance background is important. Language of instruction is English, but facility in French is a strong asset. Conditions of employment are governed by the Concordia University Faculty Association (CUFA) Collective Agreement. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority. Closing Date: July 01, 1993. Applicants should send for a full job description and application procedure. Prof. K. Austin, Chair, Department of Music RFB-310, Concordia University, 7141, rue Sherbrooke, Montreal, QC, Canada H4B 1R6.

## KINESIOLOGY

**THE UNIVERSITY OF WESTERN ONTARIO - Kinesiology/Physical Education** Applications are invited for a tenure-track probationary contract commencing July 1, 1993. Candidates must have a completed application, which includes undergraduate teaching, graduate teaching and graduate student supervision in sport psychology. Coaching duties include serving as assistant coach of the varsity men's football team. Candidates must demonstrate a defined area of research and scholarly work expertise. The appointment will be at the rank of Assistant Professor. The salary will be commensurate with qualifications and experience. An application should include a curriculum vitae and the names of three referees and should be sent to: Dr. A.W. Taylor, Chair, Department of Kinesiology, The University of Western Ontario, London, ON N6A 3K1. The deadline for receipt of applications is June 30, 1993. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal peoples, and persons with disabilities.

## LAND RESOURCE SCIENCE

**UNIVERSITY OF GUELPH - Department of Land Resource Science, Ontario Agricultural College: Atmosphere Science/Natural Resources Management.** Assistant Professor (tenure-track, rank of track) position with responsibilities involving both undergraduate and graduate education in atmospheric science and natural resources management. A broad interest in environmental issues and an in-depth understanding of agricultural meteorology and the role of climate in the management of natural resources are required. Complimentary strengths in one or more of atmospheric chemistry, systems analysis and modelling, environmental impact assessment and statistical climatology are desirable. A Ph.D. degree, and skills which facilitate effective participation in teaching and research teams, and the ability to develop a strong graduate program are required. The University of Guelph is committed to an employment equity policy that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, visible minorities and women. The appointment is subject to final budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Curriculum vitae including details of academic program, names of three referees, and a list of publications should be forwarded by July 31,

1993 to: Dr. B.O. Key, Chair, Department of Land Resource Science, University of Guelph, Guelph, Ontario, Canada N1G 2W1. We thank all applicants for their interest but wish to advise that only those selected for an interview will be contacted.

## LIBRARY

**THE UNIVERSITY OF MANITOBA Libraries** invites applications for the position of Reference Librarian/Bibliographer in Architecture/Fine Arts Library. The Reference Librarian/Bibliographer provides reference service and bibliographic instruction, and participates in collection management. The incumbent is in the area of Fine Arts. The incumbent is the liaison between the library and the School of Architecture. The incumbent also acts as a resource person for the Library Assistant in the Slide Collection. The incumbent participates in the organization, development and promotion of services and collections, and serves on library and university committees as appropriate. Qualifications: A degree from an ALA-accredited library school. An undergraduate degree in fine arts, art history, design or a related field is required; experience or knowledge of slides, photography and optical technology is an asset. Must be highly motivated and self-directed, and have the ability to work independently as well as with the team. Strong interpersonal communication skills are essential. Previous experience in an academic or special art/design library, knowledge of formal planning processes and familiarity with bibliographic instruction and reference services are desired. The successful candidate is expected to participate in professional development and relevant professional activities. Effective date: August 1, 1993. Ranked at Salary Range: Commensurate with qualifications and experience. General Librarian: \$27,101 - \$46,252. This position has a two-year probationary period. Librarians are eligible for promotion and are appointed to one of four ranks: General Assistant, Associate Librarian, and possibly to a

promotion. The filing of this position is subject to final budgetary approval. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. This University provides a smoke-free environment, save for specially designated areas. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Submit application, including resume, salary expectations and the names of three referees, by July 15, 1993 to: Carolynne Presser, Director of Libraries, The University of Manitoba Libraries, Winnipeg, MB R3T 2N2.

## MARKETING

**UNIVERSITY OF MANITOBA - Faculty of Management.** Applications are invited for tenure track positions in the areas of (i) marketing and (ii) small business management/entrepreneurship. Rank at Associate Professor level, based on qualifications and experience. Ph.D. or MBA, completed or near completion is required. Duties include research and teaching at the undergraduate and graduate levels. Salary is competitive and will depend on qualifications, experience and research record. Appointment date is open July 1, 1994 preferred. The deadline for receipt of applications is September 30, 1993. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University provides a smoke free work environment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents. These positions are subject to final budget authorization. Applications should be sent to: Dr. Weller Good, Head, Department of Marketing, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.



## QUEEN'S UNIVERSITY LIBRARY

INVITES APPLICATIONS FOR THE FOLLOWING POSITIONS

### PERSONNEL & ORGANIZATIONAL DEVELOPMENT LIBRARIAN (Search Re-opened)

The incumbent is accountable to the Chief Librarian for the development and management of personnel policies and procedures for all library staff, in consultation with the University Human Resources Department. An additional major responsibility is organizational planning and development, including analysis of library operations and working with Library Unit Heads in the development and implementation of effective staffing models and organizational structures. As a member of the senior administrative group, the incumbent participates actively in the overall management of the Library system.

**QUALIFICATIONS:** an ALA accredited MLS degree or equivalent; a record of successful administrative experience in an academic library, preferably in a unionized environment; demonstrated ability to deal with a wide range of library personnel functions. A thorough knowledge and understanding of academic library operations is essential; related training in human resource management is desirable. Also required are excellent interpersonal and communication skills; demonstrated management, organizational, analytical, and training skills; ability to work effectively and easily with a wide variety of library and university personnel; ability to handle sensitive employee relations issues; ability to manage change and to work in a consultative management style.

Current salary range (under review): \$51,940-\$73,335.

Applicants are requested to send a complete resume and the names of 3 referees by July 31, 1993 to the address shown below.

### COORDINATOR, TECHNICAL SERVICES

Reporting to the Chief Librarian, the Coordinator is a member of the senior management team, providing leadership and administrative direction for Douglas Library Technical Services with a staff of 6.5 FTE librarians and 44 support staff reporting through 3 Unit Heads. Major responsibilities include the planning, organization, direction, and control of acquisitions and cataloguing functions in the Douglas Library; coordination in consultation with the Assistant Librarian (Systems and Development) and other appropriate staff, of automated technical services routines across the library system; development and maintenance of a cohesive and competent staff group with high morale; and development and maintenance of effective working relations with the rest of the library system and with the University community.

**QUALIFICATIONS:** an ALA accredited MLS degree or equivalent and a strong academic background; demonstrated administrative ability and 8-10 years of appropriate experience in progressively responsible positions, preferably in academic research library technical services operations; excellent communication and interpersonal skills including the ability to work well with library staff and library user groups; demonstrated ability to provide leadership in a changing climate; a strong service orientation; and a sound knowledge of new technologies as they pertain to technical services.

Current salary range (under review): \$54,940 - \$73,335

Applicants are requested to send a complete resume and the names of 3 referees by June 30, 1993 to the address shown below.

### HEAD, DOCUMENTS UNIT

Reporting to the Associate Librarian for Public Services and Planning, the Head provides dynamic leadership and administrative direction of the Documents Unit. The Unit includes a depository collection of Canadian, United Nations, and selected EEC publications with an annual acquisitions budget of \$150,000. The collection comprises 276,000 documents, a separate map collection, and provides service for electronic resources, such as government statistical data and a GIS satellite unit in the Social Sciences Data Centre. The Unit will have a staff of 3 librarians and 9 library technicians, when it moves into the new Joseph S. Stauffer Library (Humanities and Social Sciences Library) in the Fall of 1994.

The incumbent manages the collection policy, budget, public and technical services, (CODCO cataloguing and serials control), and works on the reference desk several hours per week. The Head also works closely with Library staff and the university community in developing priorities and services in a period of change, marked by an increasing emphasis on electronic resources. Important initial goals are planning the move into the new library and coordinating information services with the Humanities and Social Sciences Information/Reference Unit.

**QUALIFICATIONS:** an ALA accredited MLS degree or equivalent with a strong academic background, preferably including a second masters degree. Substantive relevant library experience in progressively more responsible positions, and demonstrated managerial skills. Strong service-orientation and a sound knowledge of new technologies and their applications in enhancing user and technical services. In addition, the position demands strong leadership and communication skills, and the ability to work well with faculty, students and library staff.

Current salary range: \$47,260 - \$66,725

Applicants are requested to send a complete resume and the names of 3 referees by June 30, 1993 to:

Paul Wiens, Chief Librarian  
Douglas Library  
Queen's University  
Kingston, Ontario  
K7L 5C4

Queen's University Library is a decentralized system consisting of the Douglas Library with 14 branches plus three faculty libraries (Education, Health Sciences, Law). Planning for the new Stauffer Library is well advanced, and upon completion will form a new central library complex in conjunction with a renovated Douglas Library. The library system has holdings of well over 5 million items, a staff of 190, a budget of \$11.5m, and serves 800 faculty, 15,000 on campus students and 2,500 extension students.

In accordance with Canadian immigration requirements, this posting is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program, and encourages applications from all qualified candidates, including women, aboriginal people, people with disabilities and visible minorities.



## The University of Manitoba

### Faculty of Social Work

The University of Manitoba, Faculty of Social Work invites applications for a full-time tenure track position at the Assistant Professor rank effective October 1, 1993 with the possibility of later date subject to final budgetary approval. For three years (with possibility of extension) half of the time of this position will be seconded to the Community Resource Clinic in Inner city, Winnipeg with some responsibilities at the Psychological Service Centre. Both of these centres are educational resources for the preparation of social workers and clinical psychologists for direct practice with individuals, families and groups in community mental health settings. This employment is driven by Employment Equity Principles. Among demonstrably equally qualified applicants preferences will be given to Canadian Aboriginal and Women applicants.

**Duties:** Teaching Social Work Practice and other related courses, supervising B.S.W. and M.S.W. social work and clinical psychology student practitioners in their practice preparation. Assisting in the provision of direct treatment services at the Psychological Service Centre and Community Resource Clinic.

**Qualifications:** D.S.W./Ph.D. in social work or cognate discipline is preferred. M.A. degree is required. Prior experience in teaching and research is important. Extensive experience as a clinical practitioner and supervisor of clinical services is desired. Demonstrated knowledge of and extensive experience with First Nations Cultures and ability to work with aboriginal students and organizations are essential.

The University encourages applications from qualified women and men, including Aboriginal peoples, visible minorities and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University offers a smoke-free environment, save for specially designated areas. Salary at or near the beginning range of assistant professor rank.

Applications (including curriculum vitae and the names of three referees) will be received until August 13, 1993 and should be sent to: Professor Ranjan Roy, Chair, Recruitment and Hiring Committee, Faculty of Social Work, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

## Brock University

### DEAN, FACULTY OF BUSINESS

BROCK UNIVERSITY invites applications for the position of Dean, Faculty of Business, effective July 1, 1994.

The faculty offers honours degree programs in Accounting (BACC) and Business Administration (BBA). The BBA specializes include Accounting, Computer Science, Finance, General Management, Human Resource Management, Marketing, Public Administration and Quantitative Analysis. The BACC is offered as a regular four-year program and as a co-operative education program. The Burgoyne Centre for Entrepreneurship, a research and community-oriented centre, is also an integral component of the Faculty.

There are 49 faculty and staff members in the Faculty of Business, teaching approximately 1500 full-time equivalent students. The Faculty has developed rapidly during the last decade and continues to plan for new undergraduate and graduate programs.

The University seeks an individual with an established record of academic achievement and administrative experience to provide leadership in a Faculty where teaching and research are equally valued. Demonstrated ability to interact effectively with faculty, students, and staff, and to promote relations and develop further linkages with the external community are essential.

Nominations and/or letters of application to be submitted together with an up-to-date curriculum vitae and the names of three referees in confidence to:

Dr. Susan M. Clark  
Vice-President, Academic  
Brock University  
St. Catharines, Ontario  
L2S 3A1

The closing date for the receipt of applications is July 1, 1993. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

Brock University is an equal opportunity employer.



## MATHEMATICS

**UNIVERSITY OF TORONTO - Department of Mathematics.** The Department solicits applications for a limited term Professorship in Geometry. Candidates should have particular expertise in constructive methods in algebraic geometry and algebraic topology. Since the position is at the level of Professor, a candidate's work should clearly establish her/him as an active research mathematician of international stature. The position is at the

downtown (St. George) campus. It commences January 1, 1995, and is for the Spring term (January 1 to June 30) during a three year period, after which it is subject to renewal. Duties include research, organizing a research seminar, supervision of graduate students and the teaching of a graduate course. Salary is commensurate with qualifications. Applicants should send their complete CV including a list of publications, and arrange to have at least four letters of reference sent directly to Professor K. Murty, Associate

Chair, Department of Mathematics, University of Toronto, Toronto, Ontario M5S 1A1, Canada. To ensure full consideration, this information should be received by August 31, 1993. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

**UNIVERSITY OF WATERLOO - The Faculty of Mathematics.** University of Waterloo invites applications from qualified women candidates for tenure-track positions at the rank of Assistant Professor, to be funded in part through the 1994 NSERC Women's Faculty Awards program. NSERC has targeted these awards to women who are Canadian citizens or permanent residents as of October 15, 1993. The Faculty of Mathematics is very strong in research and teaching, with about 160 faculty members in the Departments of Applied Mathematics, Combinatorics and Optimization, Computer Science, Pure Mathematics, and Statistics and Actuarial Science. Candidates should have a Ph.D. a strong research program in one of the disciplines represented in these departments, and an interest and ability in teaching (although for the initial two-year period of the NSERC award, teaching will be limited to two one-term courses per year). Each applicant will be evaluated by the departmental committee, and a successful candidate will assume a tenure-track appointment in that department. Salary will be commensurate with experience. Applications must include a curriculum vitae and three letters of reference sent directly from the referees to: Dr. J.O. Kallenberg, Chair, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario N2L 3G1. Effective date of appointment would follow the NSERC decision in February, 1994. Bridging post-doctoral positions commencing in fall of 1993 may be available. The closing date for applications is June 30, 1993.

Chair, Department of Mathematics, University of Toronto, Toronto, Ontario M5S 1A1, Canada. To ensure full consideration, this information should be received by August 31, 1993. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

**THE PONTIFICAL INSTITUTE OF MEDIEVAL STUDIES** is seeking to make an appointment to Junior Fellow/Assistant Professor or starting Associate Professor in late medieval continental history. Preference will be given to candidates in the area of late medieval history, with a strong knowledge of Catalan, Castilian, and Arabic. Salary will be commensurate with experience. Applicants must have completed their Ph.D. and possess a demonstrated record of publication. They must have an expertise in archival and diplomatic sources and be able to teach a course in Late European and Islamic History. Such a course would entail a study of papal, imperial and royal charters, and of private and public acts, with the editing of selected texts. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The Institute encourages both men and women to apply. Reply with curriculum vitae and two letters of support to Professor J.N. Hillgarth, Chair, Search Committee, Pontifical Institute of Medieval Studies, 59 Queen's Park, E. Toronto, Ontario, M5S 2C4, Canada. Applications should be received by 15 September 1993. The appointment becomes effective 1 July 1994 and teaching will begin in September.

**MUSIC**  
**THE CONCORDIA UNIVERSITY - Montreal, Faculty of Fine Arts, Department of Music** invites applications for a tenure-track position in core music theory and ear-training at the level of Assistant Professor, eventually assuming the role of Coordinator of Core Theory and Ear-Training. Starting date August 01, 1993. All applicants will present a strong teaching dossier; a composition portfolio; proven research and/or performance skills; knowledge of current music technology; keyboard facility; graduate degree in Music; fluency in English and French; a strong asset. Conditions of employment are governed by the Concordia University Faculty Association (CUFA) Collective Agreement. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Concordia University is committed to Employment Equity and encourages applications from visible minorities, aboriginal peoples, and persons with disabilities. All things being equal, women candidates shall be given priority. Closing date: July 01, 1993. Applicants should write for the position to: Prof. K. Austin, Chair, Department of Music RF-310, Concordia University, 7141, rue Sherbrooke, O. Montreal, QC, Canada H4B 1R6.

**NEUROSCIENCE**  
**THE UNIVERSITY OF CALGARY - Department of Clinical Neurosciences and the Tom Baker Cancer Centre** invite applications for a full-time academic position as a Neuro-oncologist to be responsible for patient care, teaching and research. A successful candidate must be qualified in Neurology, committed to quality service, teaching and clinical research, and have a strong background in the field of Neuro-oncology. Rank and salary will be commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including men, aboriginal peoples, visible minorities, and people with disabilities. Please submit a curriculum vitae and the names of three referees by June 30, 1993, to: Dr. T.E. Feesby, Head, Department of Clinical Neurosciences, The University of Calgary, 28 Street N.W., Calgary, Alberta T2N 2T9.

**PAINTING & DRAWING**  
**CONCORDIA UNIVERSITY - Studio Art.** The Department of Painting and Drawing, of Concordia University, has available a two-year Limited Term Appointment (full-time, not tenure track, not ongoing) to teach studio courses beginning in September, 1993. Required is an M.F.A. or equivalent and relevant teaching experience. Bilingualism is a strong asset. The appointment is offered at an Assistant Professor level. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Concordia University is committed to Employment Equity and encourages applications from visible minorities, aboriginal peoples, and persons with disabilities. All things being equal, women candidates shall be given priority. Closing date: July 01, 1993. Applicants should write for the position to: Prof. K. Austin, Chair, Department of Music RF-310, Concordia University, 7141, rue Sherbrooke, O. Montreal, QC, Canada H4B 1R6.

**PEOICIATRICS**  
**THE BRITISH COLUMBIA'S CHILDREN'S HOSPITAL - Vancouver, B.C.** invites applications for a full-time pediatric intensive care physician. The ICU is a 20-bed unit with 14 adult care beds, 5 chronic respiratory care beds and serves as the only pediatric tertiary care ICU in the province of B.C. and the Yukon, with approximately 1000 admissions per year. Applicants should have a qualification in anesthesia and have completed a recognized fellowship in pediatric critical care. Extensive experience in all aspects of pediatric critical care is required. Specific experience will include airway management of congenital cardiac surgery, pediatric air transport, and pediatric fiberoptic bronchoscopy. An interest in research would be an asset. Preference will be given to Canadian citizens and those eligible for permanent residency in Canada. Applications and current curriculum vitae should be forwarded to: Dr. F. Wastley, Head, Division of Critical Care, B.C.'s Children's Hospital, 4480 Oak Street, Vancouver, BC V6H 3V4.

**PHARMACOLOGY & THERAPEUTICS**  
**THE UNIVERSITY OF BRITISH COLUMBIA - The Department of Pharmacology & Therapeutics** has a full-time, grant funded Research Associate position. Candidates for this position must have a M.Sc. or Ph.D. in Pharmacology, and two years post-doctoral experience, and have demonstrated outstanding research ability. In addition the applicant should have extensive experience in patch clamping techniques, cell electrophysiology, and single cell fluorescence measurements. Salary will be commensurate with qualifications and experience. This appointment is subject to final budgetary approval. The deadline for application is 1 July 1993 or until such time as a suitable candidate is identified. Applications, including a curriculum vitae, selected references, a statement of research interests, present research activities and the names of three referees should be sent to: Dr. C. van Breemen, Head, Dept. of Pharmacology & Therapeutics, University of British Columbia, 2176 Main Mall, Vancouver, B.C., V6T 1Z3. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal peoples, visible minorities and persons with disabilities. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals.

**UNIVERSITE D'OTTAWA, Département de Biochimie**  
Le Département de Biochimie est à la recherche d'un(e) professeur(e) adjoint(e) pour entrer en fonction le 1<sup>er</sup> septembre, 1993. Un doctorat est requis. Le candidat(e) chois(e) devra enseigner la biochimie en français et/ou en anglais au niveau pré-diplômé. Il (elle) est tenu(e) d'entreprendre des programmes de recherche indépendante et participera à la formation de candidat(e)s aux grades supérieurs. Le renouvellement annuel de ce poste sera conditionnel à l'approbation budgétaire. L'université a une politique d'égalité en matière d'emploi. Les citoyen(ne)s canadien(ne)s ou résident(e)s permanent(e)s reçu(e)s sont invité(s) à poser leur candidature en s'adressant avant le 1<sup>er</sup> juillet, 1993 au Dr. P. Anderson, Département de Biochimie, Université d'Ottawa, Ontario, Canada K1H 8M5.

**UNIVERSITY OF OTTAWA, Department of Biochemistry**  
Applications are invited for an assistant professor position to begin September 1, 1993. Ph.D. and evidence of research potential required. Candidates must be able to teach in English and/or French at the undergraduate level and be prepared to develop an independent research program including graduate student supervision. Budgetary approval for the position will be subject to annual review. Employment equity is University policy. Canadian citizens and permanent residents of Canada are invited to apply before July 1, 1993 to Dr. P. Anderson, Department of Biochemistry, University of Ottawa, Ottawa, Ontario, Canada K1H 8M5.

**DEPARTMENT OF CHEMISTRY**  
**NSERC WOMEN'S FACULTY AWARDS**  
The Department of Chemistry at the University of Waterloo is seeking a candidate with a strong record of research accomplishment in biochemistry to nominate for the NSERC Women's Faculty Awards in the 1994 competition.

We have a very active undergraduate program and operate a joint graduate program with the University of Guelph through the Guelph-Waterloo Centre for Graduate Work in Chemistry (GWCC). The graduate program involves 33 faculty and 90 graduate students on the Waterloo Campus. Research in Chemistry at Waterloo is funded by over \$4 million dollars in grants and contracts each year.

A successful candidate will receive a tenure-track appointment at the level of assistant professor in the Department of Chemistry at the University of Waterloo. She will have a reduced teaching and service load to allow her more time to devote to the establishment of a successful research program. The starting salary will depend upon experience and is subject to negotiation. The target date for appointment is July 1, 1994, but this is flexible.

Candidates must be Canadian Citizens or Permanent Residents, and should normally have obtained their Ph.D. within the past five years. Candidates should submit a curriculum vitae, a statement of research interests, and arrange for three letters of reference to be sent by July 15, 1993 to:

Professor R. McCourt, Chair  
Department of Chemistry  
University of Waterloo  
Waterloo, Ontario  
N2L 3G1  
Tel. No. (519) 888-4763  
Fax: (519) 748-0453

**University of Waterloo**



**University of Alberta  
Edmonton**

## Faculty Position in Experimental Condensed Matter Physics Department of Physics

The Department of Physics invites applications for one faculty position in Experimental Condensed Matter Physics. We have initiated a plan to build up a strong group in this area and are looking for outstanding individuals with proven ability and a demonstrated potential for excellence in teaching and research.

We specifically seek candidates now for a tenure track position at the Assistant Professor level. Appointment of an exceptional candidate at a more senior level will be considered.

The Assistant Professor salary range is from \$40,035 to \$57,003 per annum (under review), depending upon experience.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications should be submitted with curriculum vitae and the names of three referees by July 15, 1993 to:

**Chair, Selection Committee  
Department of Physics  
University of Alberta  
412 Avadh Bhatia Physics Lab  
Edmonton, Alberta T6G 2J1**

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.



**University of Alberta  
Edmonton**

## Dean Faculty of Graduate Studies and Research

The University of Alberta invites applications and nominations for the position of Dean of the Faculty of Graduate Studies and Research. The Faculty administers 74 graduate programs distributed across 71 academic units. Current graduate student enrolment is approximately 4300. The Dean is the chief executive of the Faculty and Chairs the Faculty Council which recommends and reviews policy for the Faculty and its component units. In addition, the Dean oversees the Faculty office which provides extensive student services and monitors all aspects of graduate programs. The Dean of Graduate Studies and Research plays a major role on campus in advocating policies and processes in support of excellence in graduate education and research programs. A position description is available upon request.

Candidates should have a demonstrated capacity for leadership, strong academic qualities, and proven administrative ability. The appointment may take effect on January 1, 1994 or at a mutually agreeable date. Written nominations or applications, accompanied in the latter case by a resume of qualifications and experience, and the names of three referees, should be submitted by August 31, 1993 to:

**Dr. W. John McDonald  
Vice-President (Academic)  
Third Floor, University Hall  
University of Alberta  
Edmonton, Alberta, Canada  
T6G 2J9**

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.



**The University of Manitoba  
WOMEN'S STUDIES PROGRAM**

The Women's Studies Program at the University of Manitoba invites applications for a full-time tenure track appointment in Women's Studies at the rank of Assistant Professor. The appointment will begin on July 1, 1994, subject to budgetary approval. The successful candidate must have a Ph.D. by the time of appointment. Area of specialization is open (specialization in feminist theory is an asset), and have demonstrated competence to teach Introduction to Women's Studies, feminist theory and/or feminist methods, as well as curriculum in a preferred area of expertise. The successful candidate must also have a demonstrated commitment to feminist scholarship and research. The successful candidate must also have a demonstrated involvement in community activities. The 1992-93 salary for Assistant Professors is \$34,882 (subject to review). Salary will be commensurate with experience and qualifications.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University provides a smoke-free work environment, save for specially designated areas.

Application, curriculum vitae, and three letters of reference should be sent to: Prof. Karen Grant, Chair, Search Committee in Women's Studies, c/o Department of Sociology, University of Manitoba, Winnipeg, Manitoba, Canada R3T 2N2. The deadline for receipt of applications is September 15, 1993.



**University of Alberta  
Edmonton**

## NSERC Women's Faculty Awards Department of Physics

The Department of Physics anticipates a number of tenure track appointments in several fields of physics over the next few years. Current fields of emphasis in the Department are Condensed Matter Physics, Geophysics, Medical Physics, Theoretical Physics, Astronomy and Astrophysics, Subatomic Physics and Particle Physics. Applications from women having a proven ability or demonstrated potential for excellence in teaching and research are invited.

The Assistant Professor salary range is from \$40,035 to \$57,003 per annum (under review), depending upon experience.

In compliance with NSERC guidelines, the applicant must be a Canadian citizen or landed immigrant.

Send curriculum vitae, NSERC forms 101 and 214, and the names of three (3) referees by August 15, 1993 to:

**Chair, Selection Committee  
Department of Physics  
University of Alberta  
412 Avadh Bhatia Physics Lab  
Edmonton, Alberta T6G 2J1**

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.







The world is yours  
- Now is the  
time to go!



### Sabbatical Programme VALID UP TO ONE YEAR

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	Calgary/Edmonton	From: \$1169.00
	Vancouver	From: \$1229.00
FRANKFURT	Montreal/Ottawa/Toronto	From: \$ 889.00
	Winnipeg	From: \$1159.00
	Calgary/Edmonton	From: \$1269.00
	Vancouver	From: \$1319.00
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PARIS	Vancouver	From: \$ 928.00
	Halifax	From: \$ 793.00
	Montreal	From: \$ 669.00
	Toronto	From: \$ 725.00
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	Calgary/Edmonton	From: \$ 948.00
	Vancouver	From: \$ 998.00
	Halifax	From: \$ 870.00
AMSTERDAM	Toronto/Ottawa	From: \$ 848.00
	Winnipeg	From: \$1020.00
	Calgary/Edmonton/Vancouver	From: \$1110.00
	Halifax/Montreal/Ottawa/Toronto	From: \$ 810.00
ZURICH	Winnipeg	From: \$ 965.00
	Calgary/Edmonton/Vancouver	From: \$1055.00
	Halifax/Montreal	From: \$ 899.00
	Toronto	From: \$ 885.00
VIENNA	Winnipeg	From: \$1075.00
	Calgary/Edmonton	From: \$1099.00
	Vancouver	From: \$1155.00
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	Toronto	From: \$ 899.00
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### LAST CALL FOR SUMMER '93!

Yes, this will be the last call until you see us again in the September issue. - Hang on to this advertisement. We're available to CAUT/ACPPU members all Summer. Call us for that last minute booking.

Europe is the big destination this year. GOING OVER? Give us a call or fax us at (416) 366-1005 and we'll try for a fare you can't turn down.

LET'S HEAR FROM YOU!

### South Pacific

TO	FROM	
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	Regina/Saskatoon	From: \$1555.00
	Winnipeg	From: \$1585.00
CAIRNS or AUCKLAND	Toronto/Ottawa/Montreal	From: \$1500.00
	Halifax/Moncton/Fredericton	From: \$1705.00
		From: \$1135.00
		From: \$1290.00
SYDNEY or MELBOURNE or BRISBANE or PERTH or AUCKLAND (via Hong Kong)	Vancouver	From: \$1586.00
	Calgary/Edmonton	From: \$1746.00
	Regina/Saskatoon	From: \$1806.00
	Winnipeg	From: \$1876.00
	Toronto	From: \$1916.00
	Ottawa/Montreal	From: \$2014.00
	Halifax	From: \$2216.00
		From: \$1535.00

\* BASED ON LOW SEASON AIRFARES - BOOKING CONDITIONS & RESTRICTIONS APPLY  
\* AIR FARES SUBJECT TO CHANGE AND MAY BE WITHDRAWN AT ANY TIME  
\* Not included: Canadian Transportation Tax CA\$40.00 and local Taxes E & O E 05/93

### Oriental Getaways

TO	FROM	
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	Calgary/Edmonton	From: \$1422.00
	Regina/Saskatoon/Winnipeg/Thunder Bay/Toronto	From: \$1456.00
	Montreal/Ottawa	From: \$1496.00
HONG KONG	Halifax/Fredericton/Moncton/St. John's	From: \$1616.00
	Vancouver	From: \$1195.00
	Calgary/Edmonton	From: \$1346.00
	Regina/Saskatoon/Winnipeg/Thunder Bay/Toronto	From: \$1366.00
SINGAPORE/ PENANG/ KUALA LUMPUR	Montreal/Ottawa	From: \$1396.00
	Halifax/Fredericton/Moncton/St. John's	From: \$1518.00
	Vancouver	From: \$1352.00
	Calgary/Edmonton	From: \$1506.00
TOKYO	Regina/Saskatoon/Winnipeg/Toronto	From: \$1526.00
	Montreal/Ottawa	From: \$1556.00
	Halifax/Fredericton/Moncton/St. John's	From: \$1676.00
	Vancouver	From: \$1042.00
	Calgary/Edmonton	From: \$1209.00
	Regina/Saskatoon	From: \$1323.00
	Winnipeg/Toronto/Ottawa/Montreal	From: \$1399.00
	Halifax/Fredericton/Moncton	From: \$1449.00

\* BOOKING CONDITIONS & RESTRICTIONS APPLY  
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Slightly lower fares are available for passengers from the Toronto/Montreal and Vancouver area. Routings are restrictive and for some itineraries an overnight at the Asian gateway may be required. E & O E 05/93

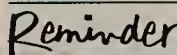
### Random Selected Cross Canada Fares

Vancouver	- Toronto	From \$456.00	Thunder Bay	- Ottawa	From \$347.00
Calgary	- Ottawa	From \$496.00	Toronto	- Edmonton	From \$436.00
Edmonton	- Winnipeg	From \$324.00	Ottawa	- Vancouver	From \$496.00
Regina	- Toronto	From \$423.00	Montreal	- Victoria	From \$605.00
Saskatoon	- Montreal	From \$472.00	Halifax	- Edmonton	From \$775.00
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